UFMCC
General Conference
July 11 - 17, 1999
Los Angeles, CA

Reports and Directives

XIX
General Conference

UFMCC MISSION STATEMENT

The Universal Fellowship of Metropolitan Community Churches is a Christian church founded in and reaching beyond the Gay and Lesbian communities. We embody and proclaim Christian salvation and liberation, Christian inclusivity and community, and Christian social action and justice. We serve among those seeking and celebrating the integration of their spirituality and sexuality.

UFMCC VISION STATEMENT

The vision of the Universal Fellowship of Metropolitan Community Churches is to embody the presence of the divine in the world, as revealed through Jesus Christ; to challenge the conscience of the universal Christian Church; and to celebrate the inherent worth and dignity of each person. As we move toward this vision, by 2003, the Universal Fellowship of Metropolitan Community Churches will be comprised of at least 70,000 members and adherents who are called and equipped to minister with excellence. This diverse global body will be widely recognized as a prophetic light and driving force for an inclusive Christian spirituality which celebrates the integration of spirituality and human sexuality. Through our strengthened local churches, we will meet the justice and faith needs of people in increasing numbers of countries and cultures.

UFMCC CORE VALUES

1. Priesthood of All Believers (1 Peter 2:5-10): UFMCC is committed to mutual collaboration between laity and clergy in ministry.

2. The Lost Coin, Sheep, and Child (Luke 15): UFMCC recognizes the inherent value and dignity of each person.

3. Love One Another (John 13:34-35): UFMCC is committed to expressing love for one another by encouraging each individual to develop high self-esteem, being a servant to one another, and showing respect to each person.

4. Not Ashamed of the Gospel of Jesus Christ (Romans 1:16): UFMCC is committed to boldness in proclamation and excellence in ministry.

5. Go Into All The World (Matthew 28:19-20): UFMCC is passionately committed to reaching all people with the Good News.

6. Run the Race (Hebrews 12:1-2): UFMCC ministers with persistent and enduring faith.

7. House of Prayer for All People (Isaiah 56:7): UFMCC ministry in every arena reflects a commitment to justice and inclusivity, nondiscrimination, and equal access by and opportunity for all.

8. Being Good Stewards (1 Peter 4:10): UFMCC wisely utilizes the gifts God has given to us.

9. Created in God's Image (Genesis 1:27): UFMCC is committed to each person's growth toward wholeness in body, mind, and spirit, and full integration of spirituality and sexuality.

The Universal Fellowship of
Metropolitan Community Churches
Rev. Elder Troy D. Perry
Moderator and Founder
8704 Santa Monica Blvd.
West Hollywood, CA 90069 USA

September 30, 1999

Dear Saints:

Enclosed within the covers of these Reports and Directives of General Conference you will find the official actions of General Conference XIX, 1999. These reports, however, do not tell the whole story of this General Conference where we celebrated the 30 years of ministry of our denomination.

At this General Conference we celebrated the 30 years of history of our movement and we looked to the future at this, the end of the 20th century and the start of the new millennium. Holding our General Conference for the first time in 20 years in Los Angeles, California at the Bonaventure Hotel gave our members the opportunity to participate in the dedication of our new World Center Headquarters in beautiful West Hollywood, California. Over 3000 members and friends of the Universal Fellowship took part in these celebrations. Hundreds of members had the opportunity to visit our facilities and see the five story office building as well as the Mother Church which is owned now by our denomination.

The General Conference voted to retain two incumbent Elders who were up for reelection (Rev. Elder Donald Eastman of Los Angeles, California, U.S.A., and Rev. Elder Nancy Wilson of Los Angeles, California, U.S.A.) And elected Rev. Nori Rost of Colorado Springs, Colorado, U.S.A. as Elder to the other four-year term. I wish to thank Rev. Elder Jorge Sosa who had been appointed in 1997 to fill out the remaining two years of the unexpired term of Rev. Elder Wilhelmina Hein of Christchurch, New Zealand.

I wish to thank all of our headquarters staff for all of their hard work in helping to make this one of the best General Conferences in our history. I especially want to thank Rev. Elder Darlene Garner, Clerk of the Board of Elders for certifying the official actions of General Conference XIX and the Reports and Directives that are included in this document.

It is my hope and prayer that each of you will have the opportunity to attend our first General Conference in the new millennium in the year 2001.

In Christ,

Rev. Elder Troy D. Perry

TDP/fkz

REPORTS AND DIRECTIVES

GENERAL CONFERENCE XIX
LOS ANGELES, CALIFORNIA (USA)

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HOUSE OF THE LAITY

Lay Elders, Lay District Coordinators,
Chair of the Commission on the Laity,
Lay Delegates, Interim Pastoral Leaders

COUNTRY NAME OF CHURCH	NUMBER OF ELIGIBLE DELEGATES	NAME OF DELEGATE (S) PRESENT
ELDERS		
Tucson, Arizona		Friesen, C.T.
DISTRICT COORDINATORS		
Great Lakes		Dale, Judy
Europe		Eggleston, Cecilia
Northwest		Harvey, Chuck
CHAIR OF THE COMMISION ON THE LAITY		
Louisville, Kentucky		Shelton, Jonee
ARGENTINA		
ICM Buenos Aires	1	
AUSTRALIA		
NEW SOUTH WALES		
MCC of the Good Sheperd, Emington	1	Palmer, Emma Hutchinson, Dianne (Alt.)
MCC Sydney, Darlinghurst	2	Holmes, Raymond
QUEENSLAND		
MCC Brisbane, Fortitude Valley	1	Miels, Jan
SOUTH AUSTRALIA		
MCC Adelaide, Blackwood	1	Goodboum, Philippa Janet
VICTORIA		
MCC Melbourne, Melbourne	1	Eggleston, Shane
WESTERN AUSTRALIA		
MCC of Perth, Mirrabooka	1	
CANADA		
ALBERTA		
MCC of Edmonton, Edmonton,	1	Peterson, Ross (Alt.)
MANITOBA		
MCC of Winnipeg, Winnipeg	1	
NOVA SCOTIA		
Safe Harbor MCC, Halifax	1	Cooper, Nancy
ONTARIO		
Simcoe County MCC, Barrie	1	Teeple, John R.

Free To Be MCC, Belleville	1	Robbins, Geoff
The Rainbow MCC of Guelph	1	Hodgins, Ralph (Alt.)
Holy Fellowship MCC, London	1	McGibbon, Jennifer
Christos MCC, Toronto	1	Noel, Katherine
MCC of Toronto, Toronto	5	Bonner, Judi
		Davidson, Bruce
		Galley, Bruce
		Juckes, Joy
		Weese, Bruce
MCC of Windsor, Windsor	1	Shellhorn, John
		Burkholder, Dale (Alt.)
DENMARK		
Markens Liljer MCC, Kobenhavn	1	
ENGLAND		
Living Springs MCC, Bath	1	
MCC in West Midlands, Birmingham	1	
MCC Bournemouth, Bournemouth	2	McLachlan, Angie
Whosoever MCC of Brighton & Hove, Brighton	1	
MCC Brixton, London	1	Spiers, Timonthy
		Small, Mary (Alt.)
MCC in East London, London	1	Fielding, Bob
MCC North London, London	1	Fellows, Tim
MCC Manchester, Manchester	1	Callahan, Andrew
MCC Newcastle, Jesmond Newcastle	1	
MCC Nottingham, Nottingham	1	
Creator's Vine MCC, Oxford	1	
Pax Christi MCC, Stockbridge	1	
FRANCE		
Eglise Oecumènique CCL-MCC, Paris	1	
MCC Group - Provence, Provence		
GERMANY		
Basisgemeinde MCC, Hamburg	1	
MEXICO		
ICM Reconciliacion, Mexico City	1	De Luna Soto, MaDel Consuleo
ICM Santa Cruz, Guadalajara	1	Limon, David
ICM Renovacion, Cuernavaca	1	
ICM Monterrey, Monterrey	1	Garcia, Cesar
		Pettitt, David (IPL)
NEW ZEALAND		
MCC Auckland, Auckland	1	
All Saints MCC, Avonside	1	
MCC Waikato, Waikato	1	
NIGERIA		
PHILIPPINES		
MCC Manila, Manila	1	Ravelo, Andres

PUERTO RICO		
ICM Cristo Sanador, San Juan	1	
REPUBLIC OF SOUTH AFRICA		
Hope and Unity, Johannesburg	1	Machapa, Martin
Good Hope MCC, Capetown	1	Moller, Alden
SCOTLAND		
Holy Trinity MCC, Edinburgh	1	
UNITED STATES OF AMERICA		
ALABAMA		
Covenant MCC, Birmingham	2	Francis, Allan R. Lambert, Shirley
MCC of Huntsville, Huntsville	1	Foster, Dayna
Cornerstone MCC, Mobile	1	
New Hope MCC, Montgomery	1	Moody, Nancy
ALASKA		
Lamb of God MCC, Anchorage	1	Carter, Dan
ARIZONA		
Gentle Sheperd MCC, Phoenix	1	
Water of Life MCC, Tucson	1	Seamans, Michael
ARKANSAS		
MCC of the Rock, Little Rock	1	Coile-Freeman, Mary K.
Spirit Song MCC, Little Rock	1	Bailey, Chris
CALIFORNIA		
MCC of the Harvest, Bakersfield	1	
New Life MCC, Berkeley	1	
MCC of New Vision, Concord		
Resurrection Beach MCC, Costa Mesa	1	
MCC Glendale, Glendale	1	Oliver, John
MCC of the Redwood Empire, Guerneville	1	Redding, Michael T
MCC Long Beach, Long Beach	2	Forsythe, Richard Settle, Theresa
Heartland Christian Fellowship MCC, Mira Loma	1	
MCC in the Valley, North Hollywood	2	Robles, Robert Taylor, Pete
Sunrise MCC, Palmdale	1	Burnett, Shawn Swanigan, Theresa
MCC of the Coachella Valley, Palm Springs	1	Galvez, Edmund
MCC of the Pomona Valley, Pomona	1	
River City MCC, Sacramento	2	Allen, Connie Ruhl, Kathy
MCC San Diego, San Diego	4	Lamont, Linda Real, Maria Ricks, Lester Russler, Beth
Golden Gate MCC, San Francisco	1	Hubbs, Jack

MCC San Francisco, San Francisco	6	Scobee, Lloyd Wilson, William Brintall, Kent McMurray, Joe Orlandi, Fernando Shortle, Patrick
MCC San Jose, San Jose	1	Junkin, Jim Lester-Wilson, Ryan (Alt.)
MCC of Greater Hayward, San Lorenzo	1	
MCC of the Central Coast, San Luis Obispo		
Spirit of Hope MCC, San Luis Obispo		
MCC in the Country, San Marcos	1	See, Carol
Christ Chapel MCC, Santa Ana	1	Randall, Dan
Lavender Road MCC, Santa Cruz	1	Church, Alisa Evans, Gail
New Hope MCC, Santa Rosa	1	Metz, Gail
MCC in the South Bay, Torrance	1	Hawkins, Lance
MCC Ventura, Ventura	1	
MCC in the Victor Valley, Victorville	1	
MCC of the Sequoias, Visalia	1	
MCC Los Angeles, West Hollywood	5	Currier, Jeanne Tompkins, Dr Teri Deocares, Ariel Hopkins, Teri Lope, Marcel
Good Samaritan MCC, Whittier	1	Gil, Christine
COLORADO		
MCC of Boulder County, Boulder	1	
Pike's Peak MCC, Colorado Springs	1	Fleming, Rodney Neighbor, Jonelle C.
Pikes Peak MCC, Colorado Springs	1	
MCC of the Rockies, Denver	3	Conner, LeeAnne M. LaRocque, Ron Price, Michael Sorey, David Taylor, Bob (Alt.)
MCC Family in Christ, Fort Collins	1	Spare, Kathy
MCC of Pueblo, Pueblo	1	
CONNECTICUT		
MCC Hartford, Hartford	1	Proch, Clyde W.
MCC New Haven, New Haven	1	Kastanek, Robert
DISTRICT OF COLUMBIA		
MCC Washington, Washington	6	Miller, Nancy Rodeffer, Kathy Rodriguez, JoAnn Sullivan, Rita Torrance, Tom Wilder, James Schellhorn, Daniel T. (Alt.)
FLORIDA		
Church of Our Savior MCC, Boynton Beach	1	Hanna, Gary
Breaking the Silence MCC, Cocoa	1	Patterson, Tonia

Sunshine Cathedral MCC, Fort Lauderdale	4	Ewart, Bob Gallagher, Pam Lamorges, Albert Sands, Shawn
St. John the Apostle MCC, Fort Myers	2	Gainok, Lori Massingale, Sharron
Trinity MCC, Gainsville	1	Martin, Tim
St. Luke's MCC, Jacksonville	2	Smith, Herb
MCC Key West, Key West	2	Higgs, Joan Warburton, Jak
Christ MCC, Miami	1	Colebrook, Terry Lincoln, Tad (Alt.)
MCC South Beach, Miami Beach	1	Skagg, Bob
Spirit of Life MCC, New Port Richey	2	Leng, David Petersen, Barb
Joy MCC, Orlando	4	Bush, Ronald L. Faine, Frank Mabry, George Seitz, K. Marie
Holy Cross MCC, Pensacola	1	Gordon, Brenda Leake, Kevin
Church of the Trinity, Sarasota	2	Albretch, Michael Crawford, Ron
First Coast MCC of St. Augustine, St. Augustine	1	Forbell, Elizabeth Detore, Bil (Alt.)
King of Peace MCC, St. Petersburg	4	Pope, Robert W. Scott, Julia Waters, Earl Waugh, Richard
Gentle Shepherd MCC, Tallahassee	1	
MCC of Tampa, Tampa	3	Curtis, Linda L. Jones, Nancy G. Seudder, B. Ross Cordero, Andy (Alt.)
SunCoast Cathedral, Venice	2	Hauser, Laverne Kennedy, Amanda Phillips, David G. (Alt.) Revere, Maggie (Alt.)
MCC of the Palm Beaches, West Palm Beach	1	Olenjniczac, Kathy
GEORGIA		
All Saints MCC of Atlanta, Atlanta	1	Taylor, Denise Parker, Ike (IPL)
First MCC of Atlanta, Atlanta	3	Finney II, J.R. Jarrard, Tina Wertenberger, Erin
Christ Covenant MCC, Decatur	3	Crabtree, Barb Kirkland, Sue Monack, Sheri Lias, Margaret (Alt.)
IDAHO		
Treasure Valley MCC at Boise, Boise	1	Taylor, M. Lee

ILLINOIS		
Good Shepherd Parish MCC, Chicago	1	Bucher, Terry
		Saunders, Ninure D. (Alt.)
Resurrection MCC, Chicago	1	
Holy Covenant MCC, Hinsdale	1	Woodruff, Wendy
		Bell, Jo (Alt.)
MCC of the Incarnation, Oak Park	1	Thompson, Bert
Faith Eternal MCC, Springfield	1	Clark, Jr., Arthur B.
Joy of Life MCC, Waukegan	1	
INDIANA		
Jesus MCC, Indianapolis	2	Levi, Chuck
		Scharbrough, Jon
IOWA		
MCC of the Quad Cities, Davenport	1	
Church of the Holy Spirit MCC, Des Moines	1	Brown, Diana
KANSAS		
MCC of Johnson County, Overland Park	1	
MCC of Topeka, Topeka	2	Rogers, Jay J.
First MCC of Kansas, Wichita	2	
KENTUCKY		
MCC Elizabethtown, Elizabethtown	1	Dixon, Rick
Lexington's MCC, Lexington	1	Mullins, Terry
MCC Louisville, Louisville	2	Dale, Judy
		Harris, Doris
		Patterson, Judy
MCC of Paducah, Paducah	1	Wheeler, Steven
LOUISIANA		
Joie de Vivre MCC, Baton Rouge	1	Cain, Rick
		Madere, Kim (Alt.)
Vieux Carre MCC, New Orleans	1	VanDamme, Shirley
MARYLAND		
MCC Baltimore, Baltimore	2	Carter, Deborah
		Schnept, Jim
Open Door MCC, Boyds	2	Davis, Belinda
		Michael, Joseph Kirk
New Light MCC, Hagerstown	1	
MASSACHUSETTS		
MCC Boston, Boston	1	Hayes, James Michael
Morning Star, Cherry Valley	1	
MICHIGAN		
Divine Peace MCC, Detroit	1	Longworth, Sandy
MCC Detroit, Detroit	2	Vasquez, Julio
		Westphal, Jim
Redeemer MCC, Flint	1	McLeish, Wayne D.
Reconciliation MCC, Grand Rapids	1	Marshall, Myra
Tree of Life MCC, Ypsilanti	1	Sostrom, Steven

MINNESOTA		
All God's Children, Minneapolis	3	Keate, Ken Wolson, Sharon
MISSOURI		
MCC of Living Faith, Clayton	1	Disbrow, Diane
Gentle Souls MCC, Kansas City	1	Davis, Jim Sparks, Holliday
Spirit of Hope MCC, Kansas City	3	Chester, Larry McMahon, Peg Tisdale, Michel
MCC of Greater St. Louis, St. Louis	2	Brock, Lorraine Drefs, Rebecca S.
MONTANA		
MCC Shepherd of the Plains, Great Falls	1	
NEBRASKA		
MCC of Omaha, Omaha	2	Beckner, Harry Ehlert, Gary
NEVADA		
MCC Las Vegas, Las Vegas	2	Holt, Terry J. Krug, Richard E. Starr, Bobbie (Alt.)
MCC of the Sierras, Reno	1	
NEW JERSEY		
Christ the Liberator MCC, New Brunswick	1	Bryla, Chris
NEW MEXICO		
Emmanuel MCC, Albuquerque	1	Bohley, Maribeth C. Brown-Jimenez, Ruth (Alt.)
MCC Albuquerque, Albuquerque	2	Chavez, Vangie Wieser, Michael
NEW YORK		
MCC of the Hudson Valley, Latham	1	Fay, Loren
MCC New York, New York	4	Bagwell, Marvin N. Gibney, Mary Jane Saylor, Rita Seaton, Buddy
Open Arms MCC, Rochester	1	White, John B.
NORTH CAROLINA		
MCC Asheville, Asheville	1	Offutt, Paula A. Wood, Carlene
MCC Charlotte, Charlotte	2	Austin, Sonja Watkins, Don
New Life MCC, Charlotte	1	Boe, Curtis
St. Mary's MCC, Greensboro	1	
MCC Hickory	1	
St. John's MCC, Raleigh	2	Kelderman, Jay Allen Kimer, Stan

St. Jude's MCC, Wilmington	1	Cobley, Jude Stoddard, Tom
OHIO		
New Spirit MCC, Cincinnati	2	Carter, Bernie Leslie, Linda
New Creation MCC, Columbus	1	LaFayette, Bill Spence, Kelly R. (Alt.)
MCC Dayton Parish, Dayton	1	Wolf, Earl
Good Samaritan Parish MCC, Toledo	1	Redrup, Karen D.
OREGON		
MCC Portland, Portland	2	Adam, Arlie Strausbaugh, Don Dishman, David (Alt.)
Sweet Spirit MCC, Salem	1	Jackson, Patricia P. Harrington, Timothy (Alt.)
PENNSYLVANIA		
MCC of the Lehigh Valley, Bethlehem	1	
MCC of the Spirit, Harrisburg	2	Becker, Thomas Ruppert, Judy Hamm, Alberta (Alt.)
Vision of Hope MCC, Mountville	1	
MCC Philadelphia, Philadelphia	1	Didich, Gail
MCC Pittsburgh, Pittsburgh	1	Wood, Gary
SOUTH CAROLINA		
MCC Charleston, Charleston	2	Keith Mason James Sterling
MCC Columbia	1	Waites, Steve E.
MCC Greenville, Greenville	2	Cox, Carol Dotts, Franklin
SOUTH DAKOTA		
St. Francis and St. Clare MCC, Sioux Falls	1	Johnson, Terri Johnson, Pat
MCC of the Black Hills, Rapid City	1	Jackson, Bonnie L.
TENNESSEE		
MCC Chattanooga, Chattanooga	1	Mozingo, Keith (IPL) Poore, Michael
MCC of the Trinity, Johnson City	1	
MCC Knoxville, Knoxville	2	Hyatt, Debi Jackson, Joe
MCC Nashville, Nashville	1	Bogle, Jim Hagen, Robert (Alt.)
TEXAS		
Exodus MCC, Abilene	1	
MCC Amarillo, Amarillo	1	Hildebrand, Carol A.
Trinity MCC	2	Ehlinger, Steve Houts, Jo Ann

MCC Austin, Austin	3	Cowan, Judie (Alt.)
		Garcia, Velma
		Olsen, Donna
		Delaney, Dennis
MCC Corpus Christi, Corpus Christi	1	Wilcox, Andy
Cathedral of Hope MCC, Dallas	24	Ebner, Christy
		Hodges, Sylvia
		Kilpatrick, Rene
		Lewis, Karl
		London, Lisa
		Modlin, William
		Porter, Matt
		Casas, Bonny
Harvest MCC, Denton	2	Hall, Becky
		Moyer, Jeff
MCC in El Paso, El Paso	1	
Agape MCC, Fort Worth	2	Howell, Mickey
		O'Conner, Sally
		Rogers, Jane
Maranatha Fellowship MCC, Houston	1	
MCC of the Resurrection, Houston	6	Gibbs, Vickey
		Johnston, Mojo
		Reitz, Jerry
		Shelton, Len
MCC Longview, Longview	1	
MCC Lubbock, Lubbock	2	Cason, Marguerite (Alt.)
		Jones, M.E.
		Tippit, Mattie
MCC San Antonio, San Antonio	2	Hooper, Judy
		Stamp, Joan
Central Texas MCC from the Heart, Waco	1	Strickland, Jean
MCC of Wichita Falls, Wichita Falls	1	Jenkins, Hallie
UTAH		
MCC Bridgerland, Logan	1	
MCC Ogden	1	
Sacred Light of Christ MCC	1	Livingston, Lisa
		Wegener, Joseph
VIRGINIA		
MCC in Charlottesville	1	
MCC of Northern Virginia	1	Daniels-Young, Shannon
New Life MCC of Hampton Roads, Norfolk	2	Jenkins, Cynthia
MCC Richmond	3	Ayers, Stewart
		Combs, Kim
		Griffin, Bobbie
MCC of the Blue Ridge	1	Ward, Richard
WASHINGTON		
River of Life MCC	1	
MCC Seattle, Seattle	2	Benitez, Beni
		Malmevik-Bryant, Janice
		Neill, Kay (Alt.)
		Parr, Jeb (Alt.)
Emmanuel MCC, Spokane	1	Kronberger, Jackie

New Heart MCC, Tacoma	1	Thomas, Julian
Eternal Light MCC, Tumwater	1	
MCC of the Gentle Shepherd, Vancouver	1	Holloway, Stephanie VanHouten, Susan
Rainbow Cathedral MCC, Yakima	1	
WEST VIRGINIA		
Appalachian MCC, Charleston	1	
WISCONSIN		
Angels of Hope MCC	1	
Milwaukee MCC	1	Haught, Allan
WYOMING		
MCC Light of the Plains	1	

HOUSE OF THE CLERGY

NAME OF DELEGATE	CHURCH/MINISTRY
ELDERS	
Eastman, Donald	Second Vice Moderator
Garner, Darlene	Clerk
Perry, Troy	Moderator
Sosa, Jorge	Member
Tan, Hong	Member
Wilson, Nancy	First Vice Moderator
DISTRICT COORDINATORS	
Ackerman, Arlene	Mid-Atlantic
Davenport, Judy	Southeast
Fisher, Diane	Eastern Canada and Northeast
Nealy, Eleanor	South Central
Neely, Jay	Gulf Lower Atlantic
Pederson, Donald	Southwest
Pilot, Ken	Mountains and Plains
Smith, Greg	Australia
UFMCC STAFF	
Dahl, Judy	Director of Global Outreach
Farrell, David	Web Manager
Tanis, Justin	Director of Clergy Development
White, Mel	Minister of Justice
ARGENTINA	
Garupe, Luiz Fernando Pereira	ICM Buenos Aires, Buenos Aires
AUSTRALIA	
NEW SOUTH WALES	
Clark, Robert	MCC of the Good Shepherd, Emington
Smith, Greg	MCC Sydney, Darlinghurst
Zincke, Shelagh	
QUEENSLAND	
Holmans, Ivor	MCC Brisbane, Fortitude Valley
VICTORIA	
Fowler, John	MCC Melbourne, Melbourne
BRAZIL	
SAO PAULO	
Soria, Alejandro	ICM Sao Paulo, Sao Paulo
CANADA	
NOVA SCOTIA	
Young, Darlene	Safe Harbor MCC, Halifax

ONTARIO	
Griffin, Arthur	Free To Be MCC, Belleville
Hawkes, Brent	MCC of Toronto, Toronto
Joseph, Mary	MCC of Toronto, Toronto
LeBlanc, Evan	MCC of Windsor, Windsor
Mabey, Susan	Christos MCC, Toronto
Wexler, Marcie	Holy Fellowship MCC, London
DENMARK	
Andersen, Mia	Markens Liljer MCC, Kobenhavn
ENGLAND	
Clarke, Jane	MCC in East London, London
Miller, David	Whosoever MCC of Brighton & Hove, Brighton
Shambrook, Doreen	MCC North London, London
Simpson, Margaret	MCC in West Midlands, Birmingham
Thomas, Neil	MCC Bournemouth, Bournemouth
White, Jean	MCC Brixton, London
MEXICO	
Albarran, Rodolfo	ICM Reconciliacion, Mexico City
Leija, Alfonso	ICM Renovacion, Cuernavaca
NEW ZEALAND	
McGee, Doug	MCC Auckland, Auckland
PHILIPPINES	
Mendoza, Edgar	MCC Manila, Manila
PUERTO RICO	
Navarro, Pablo	ICM Cristo Sanador, San Juan
Sanchez de Leon, Margarita	ICM Cristo Sanador, San Juan
REPUBLIC OF SOUTH AFRICA	
Botha, Danie	Bloemfontein MCC, Bloemfontein
Dhladhla, Nokthula	Hope and Unity MCC, Johannesburg
Mokgethi, Paul	Hope and Unity MCC, Johannesburg
Ritson, Les	Grace MCC, Durham
Welman, Sue	Deo Gloria MCC, Pretoria
SCOTLAND	
Knisley, Edward	Holy Trinity MCC, Edinburgh
UNITED STATES OF AMERICA	
ALABAMA	
Hankins, John	New Hope MCC, Montgomery
Loper, Helene	Cornerstone MCC, Mobile
Ragona, Marge	Covenant MCC, Birmingham
ARIZONA	
Cook, Joyce	Water of Life MCC, Tucson
Hallet, Lynn	Water of Life MCC, Tucson
Wishon, Brad	Gentle Sheperd MCC, Phoenix

ARKANSAS	
Freeman, Barbara	MCC of the Rock, Little Rock
Howard, Matthew	Spirit Song MCC, Little Rock
CALIFORNIA	
Birchard, Roy	Golden Gate MCC, San Francisco
Burnside, Houston	MCC San Diego, San Diego
Cagle, Dana	MCC Glendale, Glendale
Chapman, Gina	Good Samaritan MCC, Whittier
Cunningham, Bob	New Hope MCC, Santa Rosa
Delgado, Jorge	MCC Los Angeles, West Hollywood
Dick, Lori	MCC Los Angeles, West Hollywood
Dube, Yvette	MCC in the Country, San Marcos
England, Michael	MCC of Greater Hayward, San Lorenzo
Foster, Karen	MCC San Francisco, San Francisco
Freeman, Tony	MCC San Diego, San Diego
Guibord, Gwynne	MCC Los Angeles, West Hollywood
Hart, Jean	Lavender Road MCC, Santa Cruz
Haynes, Barbara	Resurrection Beach MCC and Free Spirit MCC
Hogg, Bob	MCC San Francisco, San Francisco
Isbell, Jack	River City MCC, Sacramento
Jackson, Colette	Golden Gate MCC, San Francisco
Kinser, Evelyn	MCC Los Angeles, West Hollywood
Kolakowski, Vicky	MCC of New Vision, Concord
Leffler, Patricia	Christ Chapel MCC, Santa Ana
Lester-Wilson, Randy	MCC San Jose, San Jose
McCabe, Lisa Dawn	MCC in the Valley, North Hollywood
Minner, Prentice	River City MCC, Sacramento
Mitulski, Jim	MCC San Francisco, San Francisco
Moore, Denis	MCC San Jose, San Jose
Nixon, Penny	MCC San Francisco, San Francisco
Patrick, Kathleen	Heartland Christian Fellowship MCC
Pelletier, David	MCC of the Coachella Valley, Palm Springs
Piccari, Joseph	MCC Los Angeles, West Hollywood
Piccari, Patricia	MCC Los Angeles, West Hollywood
Pifer, Chadwick	River City MCC, Sacramento
Pulling, Jeffrey	MCC in the Valley, North Hollywood
Sagat, Barbara	MCC Los Angeles, West Hollywood
Scarpa, Lynn	MCC San Francisco, San Francisco
Smith, Freda	River City MCC, Sacramento
Smith, Gale	Sunrise MCC of the Hi Desert, Palmdale
Torres, John	MCC of the Redwood Empire, Guerneville
Turnbull, Sandra	MCC Long Beach, Long Beach
Urbanowicz, Alice	New Hope MCC, Santa Rosa
Whitsell, Larry	MCC San Jose, San Jose
Williams, Sandy	MCC Los Angeles, West Hollywood
COLORADO	
Burns, James	MCC of the Rockies, Denver
Forsythe, James	MCC of the Rockies, Denver
McLeod, Jeremy	MCC of Boulder County, Boulder
Norris, June	MCC of Boulder County, Boulder
Rost, Nori	Pikes Peak MCC, Colorado Springs

CONNECTICUT	
Beard, Frank	MCC New Haven, New Haven
DELAWARE	
Bohache, Tom	MCC Rehoboth, Rehoboth Beach
DISTRICT OF COLUMBIA	
Bochonok, Sandra	MCC Washington, Washington DC
Boone, Belva	MCC Washington, Washington DC
Coggin, Deborah	MCC Washington, Washington DC
Hicks, Gail	MCC Washington, Washington DC
Mathews, Phil	MCC Washington, Washington DC
Schwandt, Wayne	MCC Washington, Washington DC
Shultis, Candace	MCC Washington, Washington DC
Witt, Clay	MCC Washington, Washington DC
FLORIDA	
Anway, Paul	Joy MCC, Orlando
Beane, Linda	Breaking the Silence MCC, Cocoa Beach
Carlton, Lee	Hope MCC, Daytona Beach
Cruz, Carlos	MCC South Beach, Miami Beach
Ducham, Karen	MCC of Tampa, Tampa
Elliot, Cathy	Church of the Trinity, Sarasota
Ford, Grant Lynn	Sunshine Cathedral MCC, Fort Lauderdale
Gill, John	King of Peace MCC, St. Petersburg
Goeway, Todd	St. John the Apostle MCC, Fort Myers
Hale, Carol	MCC of Tampa, Tampa
Harrison, Marion	MCC of the Palm Beaches, West Palm Beach
Jensen, Ruth	First Coast MCC of St. Augustine
Kein Gus	Church of the Trinity, Sarasota
Kennedy, Sherry	SunCoast Cathedral, Venice
Marr, Marilynn	Holy Cross MCC, Pensacola
Nelson, Jill	Sunshine Cathedral MCC, Fort Lauderdale
Park, David	Sunshine Cathedral MCC, Fort Lauderdale
Seay, Jerry	Christ MCC, Miami
Seward, Julia	King of Peace MCC, St. Petersburg
Shawver, Renne	St. John the Apostle MCC, Fort Myers
Sidden, Andy	Spirit of Life MCC, New Port Richey
Sweeting, Tyrone	Church of Our Savior MCC, Boynton Beach
Torrence, Steven	MCC Key West, Key West
Trissell, Carol	Joy MCC, Orlando
White, Frankye	St. Luke's MCC, Jacksonville
Whiting, Paul	Trinity MCC, Gainesville
GEORGIA	
Bel, Emily	Family of God MCC, Columbus
Carson, Richard	First MCC of Atlanta, Atlanta
Dubose, Renee	Christ Covenant MCC, Decatur
Nikolaus, Michael	First MCC of Atlanta, Atlanta
Pullium, Jeffery	MCC Augusta. Augusta
Shepherd, Glenna	Christ Covenant MCC, Decatur
HAWAII	
Little Bear, Franny	Aloha MCC, Honolulu

IDAHO	
Cross, Robert	MCC Boise
ILLINOIS	
Bradley, Wayne	Good Shepherd Parish MCC, Chicago
Dickman, Becky	Holy Covenant MCC, Hinsdale
Mickelson, Bradley	MCC of the Incarnation, Oak Park
Rossiter, Rich	Spiritual Direction Ministries
Thomas, Elaine	Joy of Life MCC, Waukegan
INDIANA	
Miner, Jeff	Jesus MCC, Indianapolis
IOWA	
Galloway, Peg	Church of the Holy Spirit MCC, Des Moines
Moore, Stephen	MCC of the Quad Cities, Davenport
KANSAS	
Mitchussun, Victoria	MCC of Johnson County, Overland Park
Evans, Paul	MCC of Topeka, Topeka
KENTUCKY	
Bruner, Donna	MCC of Paducah, Paducah
Dale, Dee	MCC Louisville, Louisville
Poepsel, Sherry	MCC Louisville, Louisville
Porter, Cathy	MCC Elizabethtown, Elizabethtown
Van Alstine, Rex	Lexington's MCC, Lexington
LOUISIANA	
Brecht, Dexter	Vieux Carre MCC, New Orleans
Stephenson, Bev	Joie de Vivre MCC, Baton Rouge
MAINE	
Gordon, Bill	Northern Lights MCC, Augusta
Solomon, Cindy	Circle of Hope MCC, Portland
MARYLAND	
Berry, Delores	MCC Baltimore, Baltimore
Ehrke, Ken	Open Door MCC, Boyds
Griffin, Robert	New Light MCC, Hagerstown
Schwandt, Wayne	Open Door MCC, Boyds
Seay, David	Open Door MCC, Boyds
Smith, David	MCC Baltimore, Baltimore
MASSACHUSETTS	
McDermott, George	Morning Star MCC, Cherry Valley
Saniuk, Joan	MCC Boston, Boston
MICHIGAN	
Bidwell, Mark	MCC Detroit, Detroit
Dysert, Deb	Divine Peace MCC, Detroit
Ferguson, Lillian	Redeemer MCC, Flint
Mayes, Fran	Tree of Life MCC, Ypsilanti
Stoner, Linda	Reconciliation MCC, Grand Rapids

MINNESOTA	
Graetz, Paul	All God's Children MCC, Minneapolis
MISSOURI	
Carpenter, Teena	MCC of Greater St. Louis, St. Louis
Finch, Robert	MCC of Greater St. Louis, St. Louis
Goss, Robert	MCC of Greater St. Louis, St. Louis
Krieger, Kurt	Spirit of Hope MCC, Kansas City
Kross, Jan	Spirit of Hope MCC, Kansas City
Martin, James	MCC of Greater St. Louis, St. Louis
Ollis, Clay	Gentle Souls MCC, Kansas City
NEBRASKA	
Sloat, Sharon	MCC of Omaha, Omaha
NEVADA	
Gilbert, Joseph	MCC Las Vegas, Las Vegas
Gillentine, David	MCC Las Vegas, Las Vegas
Regnaud, David	MCC Las Vegas, Las Vegas
NEW JERSEY	
Runyan, Arthur	Christ the Liberator MCC, New Brunswick
NEW MEXICO	
Langlois, Pat	Emmanuel MCC, Albuquerque
McPherson, Marianne	Emmanuel MCC, Albuquerque
Sawyer-Hilty, Susan	MCC Albuquerque, Albuquerque
NEW YORK	
Bumgardner, Pat	MCC New York, New York
Deitz, Janine	MCC New York, New York
Farnham, Jill	MCC of the Hudson Valley, Latham
Flores, Julio	MCC New York, New York
Helms, Ron	Open Arms MCC, Rochester
Klein, Kristen	MCC New York, New York
Magisano, John	MCC New York, New York
Us, Karha	MCC of the Hudson Valley, Latham
NORTH CAROLINA	
Hinson, Mick	MCC Charlotte, Charlotte
Hull, Ken	MCC Winston-Salem, Winston-Salem
Lenington, Roy	Grace Fellowship MCC, Hendersonville
Lindsay, Wayne	St. John's MCC, Raleigh
McCullough, Amanda	St. Jude's MCC, Wilmington
Williams, Mark	Grace Fellowship MCC, Hendersonville
OHIO	
Biddle, Raeanna	MCC Dayton Parish, Dayton
Carl, Jane	Good Samaritan Parish MCC, Toledo
Daniel, Bonnie	New Spirit MCC, Cincinnati
Deitrick, Susan	Good Samaritan Parish MCC, Toledo
Hawk, Margaret	New Creation MCC, Columbus
Wright, CJ	New Spirit MCC, Cincinnati

OKLAHOMA	
Paul, Ed	MCC United, Tulsa
OREGON	
Cole, Roy	MCC Portland, Portland
Kerr, Kenneth	Sweet Spirit MCC, Salem
PENNSYLVANIA	
Dunn, Roberta	MCC Pittsburgh, Pittsburgh
Filizzi, Stephen	MCC of the Spirit, Harrisburg
Jordan, Jeffrey	MCC Philadelphia, Philadelphia
O'Diam, Eva	MCC of the Spirit, Harrisburg
SOUTH CAROLINA	
Luna, Marty	MCC Greenville, Greenville
Voelker, Patricia	MCC Columbia, Columbia
SOUTH DAKOTA	
Naughton, Joyce	MCC of the Black Hills, Rapid City
TENNESSEE	
Bullard, Gregory	MCC Nashville, Nashville
Crumm, Dee	MCC Knoxville, Knoxville
Richards, Jim	MCC Knoxville, Knoxville
TEXAS	
Anderson, Vicki	MCC Amarillo, Amarillo
Armstrong, Belle	MCC Amarillo, Amarillo
Crisco, Jo	Trinity MCC, Arlington
Darraugh, Colleen	Harvest MCC, Denton
Denny, Deanna	MCC Austin, Austin
Haack, Jon Robert	Cathedral of Hope MCC, Dallas
Horvath, Nancy	MCC of Wichita Falls, Wichita Falls
Hunt, Brenda	Agape MCC, Fort Worth
Johnson, Dwayne	MCC of the Resurrection, Houston
Martin, Ken	MCC Austin, Austin
Mobley, Carolyn	MCC of the Resurrection, Houston
Nicholas, John	MCC San Antonio, San Antonio
Parker, Janet	Maranatha Fellowship MCC, Houston
Phillips, Renae	MCC Lubbock, Lubbock
Piazza, Michael	Cathedral of Hope MCC, Dallas
Rahe, Lee	MCC San Antonio, San Antonio
Tucker, Paul	Cathedral of Hope MCC, Dallas
Vess, Buddy	Central Texas MCC from the Heart, Waco
Watkins, Durrell	Agape MCC, Fort Worth
West, Mona	Cathedral of Hope MCC, Dallas
Wynn, Tina	Cathedral of Hope MCC, Dallas
UTAH	
Morgan, James	Glory of God MCC, Salt Lake City

VIRGINIA	
Arrington, Loen	New Life MCC of Hampton Roads, Norfolk
Baker, Kathy	MCC in Charlottesville, Charlottesville
Harvey, JeriAnn	MCC Richmond, Richmond
Houchins, Catherine	MCC of the Blue Ridge, Roanoke
Peterson, Carol	New Life MCC of Hampton Roads, Norfolk
Storey, Gill	MCC Richmond, Richmond
WASHINGTON	
Carmody, Michelle	MCC Seattle, Seattle
Lanchester, Wally	Eternal Light MCC, Turnwater
McLemore, Kevin	Emmanuel MCC, Spokane
Newall, Jane Emma	Rainbow Cathedral MCC, Yakima
Nunn, Teresa	MCC of the Gentle Shepherd, Vancouver
Starchman, Cheri	MCC Seattle, Seattle
Wilder, Dawn	Rainbow Cathedral MCC, Yakima
WISCONSIN	
Broyles, Lewis	Milwaukee MCC. Milwaukee
Hull, Kenneth	Angels of Hope MCC, Green Bay
WYOMING	
Lee, Mark	MCC Light of the Plains, Cheyenne

GENERAL CONFERENCE XIX
11 to 17 July 1999
Los Angeles, California USA

RECORD OF ACTIONS

Seating of Delegates

Present as of the beginning of business on 12 July were 311 Lay Delegates and 269 Clergy Delegates. A quorum was achieved.

Procedural Motions

Motion 1 Move to amend Section D (Business Agenda) of "The Parliamentary & Procedure Manual for General Conference," to read:

D. Business Agenda

6. The agenda shall include approval of the Record of Actions from the previous General Conference.

Motion 2 Move by substitution to amend Section D (Business Agenda) of "The Parliamentary & Procedure Manual for General Conference," to read:

D. Business Agenda

6. The Reports and Directives shall be reviewed by the next General Council meeting and shall be considered for approval at the following General Conference.

PASSED

Motion 3 Move to amend Section E (Elections for the Board of Elders) by adding a new E.2.b (current "b" becomes "c", and so on), to read:

"*E.2. Elections for the Board of Elders - Nominating Procedure*

b. Clergy and Lay Delegates from Global Outreach churches may nominate persons to the Board of Elders through the office of the Director of Global Outreach. Once nominations are made, a ballot will be sent to all Clergy and Lay Delegates from Global Outreach churches. Each nominee must receive a majority of clergy and lay votes to become an Elder-Candidate. The names of the nominees will then be forwarded to the Elder's Nominating Committee Chair by November 30."

PASSED

Motion 4 Move to approve "The Parliamentary & Procedure Manual for General Conference, as amended.

PASSED

Board of Elders Report

Following presentation and discussion of the Board of Elders Report, the Board of Elders led General Conference in a forum on four issues: financing UFMCC ministries, the role of Districts, the role and structure of the Board of Elders, and Global Outreach.

Motion 5 Move to approve the Board of Elders Report, as submitted.

PASSED

General Council Report

Motion 6 Move to approve the General Council Report, as submitted.

PASSED

Elders Nominating Committee Report and Elections

The Elders Nominating Committee reported that the nominees for election to the Board of Elders were: Rev. Pat Bumgardner, Rev. Elder Don Eastman, Dr. Jonelle Neighbor, Rev. Nori Rost, Ms. JoNee Shelton, Rev. Elder Jorge Sosa, and Rev. Elder Nancy Wilson.

Those elected by General Conference XIX to serve as members of the Board of Elders from 1999 until 2003 were:

Rev. Elder Don Eastman
Rev. Nori Rost
Rev. Elder Nancy Wilson

The Elders Nominating Committee announced that the terms of the following Elders will expire at General Conference XX in 2001:

Elder C.T. Friesen
Rev. Elder Darlene Garner
Rev. Elder Hong Tan

Report from the Commission on the Laity and Elections

The following individuals were nominated by the Commission on the Laity:

Chair	Mr. Mel Johnson
Vice-Chair	Judy Patterson
	Judy Ruppert
	Beth Russler

Those elected by General Conference XIX to serve were:

Chair	Mr. Mel Johnson
Vice-Chair	Ms. Judy Ruppert

National/Regional Reports

Motion 7 Move to receive the Report from Africa.

PASSED

Motion 8 Move to receive the Report from Asia and the Pacific Rim.

PASSED

Motion 9 Move to receive the Report from Canada.

PASSED

Motion 10 Move to recognize that many countries of the world are held captive by debt, to recognize the biblical foundation for the forgiveness of debt every fifty years, and to recognize the international ecumenical movement known as the Year of Jubilee. Therefore, be it resolved that the UFMCC lend its support and voice to the growing ecumenical movement known as the Year of the Jubilee for forgiveness of third world debt. UFMCC lend support and voice to the growing ecumenical movement known as the Year of the Jubilee for forgiveness of Third World debt.

PASSED

Motion 11 Move to receive the Report from Europe.

PASSED

Motion 12 Move to receive the Report from Latin America, Mexico, and the Caribbean.

PASSED

Motion 13 Move to receive the Report form the United States and Puerto Rico.

PASSED

Ministry Priorities

General Council presented proposed Ministry Priorities for the years 2000 and 2001:

I *Empowering Our Gifts Through Leadership Development*

Goal: *Identify and train lay and clergy leaders through comprehensive and integrated leadership training.*

II *Bringing the Good News Through Outreach/Marketing/Growth Resources*

Goal: *Institute and develop proactive and focused outreach, communications, marketing, and growth plans.*

III *Building Our Global Community Through Networking/Technology/Accessibility*

Goal: *Ensure equitable quality of access to information and resources throughout the UFMCC by use of existing communication systems and the integration of appropriate new technology.*

IV *Encouraging Faithful Stewardship Through Financial Development/Stability/ Accountability*

Goal: *Increase stewardship and improve stability through intentional financial development and prudent management.*

Motion 14 Move to approve the proposed Ministry Priorities for the years 2000 and 2001.

Motion 15 Move to amend the proposed Ministry Priorities for 2000 and 2001 by inserting a new item V, to read: *"Developing a proactive response to the changing face of HIV/AIDS in the world."*

PASSED

Motion 16 Move to amend Motion 15 to read: *"...proactive response to health crises in the world."*

DEFEATED

Motion 17 Move to amend Motion 15 to read: *"...proactive response to breast cancer, ovarian cancer, cervical cancer, and the changing face of HIV/AIDS..."*

DEFEATED

Motion 18 Move to approve the proposed Ministry Priorities for 2000 and 2001, as amended, to read:

I *Empowering Our Gifts Through Leadership Development*

Goal: *Identify and train lay and clergy leaders through comprehensive and integrated leadership training.*

II *Bringing the Good News Through Outreach/Marketing/Growth Resources*

Goal: *Institute and develop proactive and focused outreach, communications, marketing, and growth plans.*

III *Building Our Global Community Through Networking/Technology/ Accessibility*

Goal: *Ensure equitable quality of access to information and resources throughout the UFMCC by use of existing communication systems and the integration of appropriate new technology.*

IV *Encouraging Faithful Stewardship Through Financial Development/ Stability/Accountability*

Goal: *Increase stewardship and improve stability through intentional financial development and prudent management.*

V *Developing a proactive response to the changing face of HIV/AIDS in the world.*

PASSED

Amendments to UFMCC Bylaws

Motion 19 Move to amend Article X.B. to read:

"B. The Board of Directors/local church administrative body shall report all Church receipts each month to the UFMCC and the District, and with that report shall remit five percent (5%) of the funds reported to the District and ten percent (10%) of the funds reported to the UFMCC. Funds bequeathed and money collected for the following purposes must be reported, but may be deducted from the total receipts before calculating the percentages due the District and Fellowship: (1) Funds to meet the immediate needs of persons in distress. This money may only be used to cover direct services without which the recipient would be destitute or in personal danger. The administrative cost of providing these funds and services is not deductible. (2) Building fund. This is money set aside to construct or purchase a church facility which may include worship space, meeting space, office space, kitchen facilities, classroom space, non-revenue parking facilities, furniture and major equipment for these facilities. It may also be used for major renovation costs and the payment of the principal on a building loan. Funds raised specifically to reduce the principle on a building loan are tithe exempt as part of the building fund. Rent, mortgage interest payments, utilities, minor equipment, and routine maintenance are not exempt. (3) Delegate's fund. This is money set aside to pay the expenses of sending the church's delegates and clergy to mandated UFMCC and District Conferences. This only includes money set aside prior to the Conference time, and does not include money taken from the General Fund at the time of the Conference to meet delegate expenses. Any money transferred permanently or for a long term from any of the above exempt funds into the General Fund must be added to the income figures for that month, and tithes and assessments paid on them. Outside of the United States a gift of money given to a church in lieu of goods in kind need not be included in the funds to be reported. Report and remittance are due to both the UFMCC and the District on or before the tenth (10th) day of the month following the month being reported."

Motion 20 Move to amend Motion 19 by substitution, to read:

"B. The Board of Directors/local church administrative body shall report all Church receipts each month to the UFMCC and the District, and with that report shall remit five percent (5%) of the funds reported to the District and ten percent (10%) of the funds reported to the UFMCC. For churches outside the USA, a gift of money in lieu of goods in kind need not be included in the funds to be reported. Money received for the following purposes must be reported to the UFMCC, but may be deducted from the total receipts before calculating the percentages due the District and Fellowship:

(1) Bequests. This does not include memorial donations unless they are designated for one of the following non-titheable purposes.

(2) Funds to meet the immediate needs of persons in distress. This money may be used to cover direct services without which the recipient would be destitute or in personal danger. The administrative cost of providing these funds is not deductible.

(3) Building funds. This is money set aside to construct or purchase a church facility which may include worship space, meeting space, office space, kitchen facilities, classroom space, non-revenue parking facilities, furniture and major equipment for these facilities. It may also be used for major renovation costs and the payment of the principle on a building loan. Funds raised specifically to reduce the principle on a building loan are tithe exempt as part of the building fund. The exemption for the purpose of furniture and major equipment applies also for congregations which do not yet own a building. Rent, mortgage interest payments, utilities, minor equipment, office supplies and routine maintenance are not exempt.

(4) Delegates fund. This is money raised or designated in the Budget to pay the expenses of sending the church's delegates and clergy to mandated UFMCC and District Conferences. This only includes Budget money set aside prior to the conference time and designated donations. It does not include money taken from the General Fund at the time of the Conference to meet delegate expenses.

(5) Donations designated for UFMCC, District, special works or other local UFMCC congregations are reportable but are exempt from tithes and shall be remitted in full to the appropriate body at the same time as the monthly report. (Examples: Global Outreach, another UFMCC congregation, District scholarship funds, EXCEL, approved networks, special works of Districts)

(6) Donations for fund raisers or for the benefit of other non-profit service organizations [501(c)(3) or similar for non-USA] unrelated to UFMCC shall be reported monthly. They shall be remitted to the appropriate non-profit organization at the end of the specified fund raising time period.

Any money transferred permanently or for a long term from any of the above exempt funds into the General Fund must be added to the income figures for that month, and tithes and assessments paid on them. Report and remittance are due to both the UFMCC and the District on or before the tenth (10^{th}) days of the month following the month being reported.

Motion 21 Move to amend the substitute motion (Motion 20) by striking "in the budget" from "(4) Delegates fund" to read: *"Delegates Fund. This is money raised or designated to pay the expenses of sending the church's delegates and clergy to mandated UFMCC and District Conferences. This includes money set aside for the conferences, and does not include money taken from the General Fund at the time of each conference to meet Delegate expenses."*

PASSED

Motion 22 Motion to amend the substitute motion (Motion 20) by striking the word "mandated" from sub-paragraph (4).

DEFEATED

Motion 23 Move to amend the substitute motion (Motion 20) at sub-paragraph (1) to read: *"(1) Bequests...unless they are designated for one of the following non-titheable purposes: (a) Funds to meet the immediate needs...(b) Building funds...."* and so forth.

DEFEATED

Motion 24 Move to amend the substitute motion (Motion 20) to read: *"(4) Delegates Fund: Expenses of sending delegates and clergy to mandated UFMCC and District Conferences."*

PASSED

Motion 25 Move to amend Motion 19 by substituting Motion 20 as amended.

DEFEATED

Motion 26 Move to amend Motion 19 at item (3) to read: *"Delegates Fund: Expenses of sending Lay Delegates and clergy to mandated UFMCC and District Conferences."*

PASSED

Motion 27 Move to approve Motion 19, as amended to read:

B. The Board of Directors/local church administrative body shall report all Church receipts each month to the UFMCC and the District, and with that report shall remit five percent (5%) of the funds reported to the District and ten percent (10%) of the funds reported to the UFMCC. Funds bequeathed and money collected for the following purposes must be

reported, but may be deducted from the total receipts before calculating the percentages due the District and Fellowship: (1) Funds to meet the immediate needs of persons in distress. This money may only be used to cover direct services without which the recipient would be destitute or in personal danger. The administrative cost of providing these funds and services is not deductible. (2) Building fund. This is money set aside to construct or purchase a church facility which may include worship space, meeting space, office space, kitchen facilities, classroom space, non-revenue parking facilities, furniture and major equipment for these facilities. It may also be used for major renovation costs and the payment of the principle on a building loan. Funds raised specifically to reduce the principle on a building loan are tithe exempt as part of the building fund. Rent, mortgage interest payments, utilities, minor equipment, and routine maintenance are not exempt. (3) Delegate's fund. This is money set aside to pay the expenses of sending the church's delegates and clergy to mandated UFMCC and District Conferences. Any money transferred permanently or for a long term from any of the above exempt funds into the General Fund must be added to the income figures for that month, and tithes and assessments paid on them. Outside of the United States a gift of money given to a church in lieu of goods in kind need not be included in the funds to be reported. Report and remittance are due to both the UFMCC and the District on or before the tenth (10th) day of the month following the month being reported.

PASSED

Motion 28 Move to amend Article V.B.4 by adding a new section (b) to read:

(b) DISCIPLINE: Local churches of the UFMCC must not condone disloyalty, unbecoming conduct, or dereliction of duty on the part of any Lay Delegate(s) or Alternate Delegate(s). Hereafter, the Board of Directors/local church administrative body may remove by majority vote of the full Board of Directors/local church administrative body any Lay Delegate(s) guilty of the above. A petition presented to the Board of Directors/local church administrative body and signed by twenty-five percent (25%) of the members in good standing of the congregation may also initiate such a procedure. This action of the Board of Directors/local church administrative body may be subject to review by a vote of the congregation at its next congregational meeting or at a special meeting which may be called, and must be in accordance with the provisions of the Bylaws of this Fellowship and the Bylaws or Standard Operating Procedures of the local church.

Motion 29 Move to amend Motion 28 by adding "Official Observer(s)" wherever the words "Lay Delegate(s)" appear.

DEFEATED

Motion 30 Move to postpone consideration of Motion 28 until General Conference XX.

DEFEATED

Motion 31 Move to amend Motion 28 by striking the words "unbecoming conduct."

DEFEATED

Motion 32 Move to approve Motion 28.

DEFEATED

Motion 33 Move to approve the remaining Bylaw proposals.

DEFEATED

Motion 34 Move to amend Article V.B.2(a) to read:

Associate and/or Assistant Pastor(s) and other personnel, uncompensated or compensated, shall be appointed by the Pastor subject to the approval of the Board of Directors/local church administrative body. Associate and/or Assistant Pastor(s) and other personnel, uncompensated or compensated, appointed by an Interim Pastoral Leader and all staff of non-chartered churches must also be approved by the District Coordinator and District Committee/Administrator of the Ministry of Global Outreach. The Pastor shall act as personnel director of the local church staff....

Motion 35 Move to amend Motion 34 by removing the words "and all staff of non-chartered churches."

DEFEATED

Motion 36 Move to amend Motion 34 by striking *"Associate and/or Assistant Pastor(s) and other personnel, uncompensated or compensated, shall be appointed by the Pastor subject to the approval of the Board of Directors/local church administrative body. Associate and/or Assistant Pastor(s) and other personnel, uncompensated or compensated, appointed by an Interim Pastoral Leader and all staff of non-chartered churches must also be approved by the District Coordinator and District Committee/Administrator of the Ministry of Global Outreach."*

DEFEATED

Motion 37 Move to approve Motion 34.

DEFEATED

Motion 38 Move to amend Article III.C.3 to read:

The RITE OF HOLY UNION/HOLY MATRIMONY is the spiritual joining....

Motion 39 Move to amend Motion 38 by deleting the word "two" before "persons" (last word in first sentence), replacing the word "both" with "the" (second word in the second sentence), and replacing the word "one" with "each" (third sentence) to read:

The RITE OF HOLY UNION/RITE OF HOLY MATRIMONY are the spiritual joining of persons in a manner fitting and proper by a duly authorized clergy of the Church. After the persons have been counseled and apprised of their responsibilities each towards the other, this rite of conferring God's blessing may be performed.

DEFEATED

Motion 40 Move to amend Motion 37 by adding "or Interim Pastoral Leader."

PASSED

Motion 41 Move to reconsider Motion 39.

DEFEATED

Motion 42 Move to approve Motion 38, as amended:

The Rite of Holy Union/Holy Matrimony is the spiritual joining of two persons in a manner fitting and proper by a duly authorized clergy or Interim Pastoral Leader of the Church. After both persons have been counseled and apprised of their responsibilities one toward the other, this rite of conferring God's blessing may be performed.

PASSED

Motion 43 Move to reconsider Motion 27.

DEFEATED

Motions of Courtesy and Appreciation

Motion 44 Move that General Conference XIX express its appreciation to all workshop leaders, World Jubilee Volunteers, the staff of the Universal Fellowship of Metropolitan Community Churches, and the following individuals for their valuable service at the World Jubilee:

Mr. David Raybould (Director of Technology)
Ms. Sparkle Clark (Cyber Café Coordinator)
Rev. David Farrell (Website Manager)
Rev. Colleen Darraugh (Liturgist)
Mr. David Heid (Director of Music)
Mr. Steven Applegate (Assistant Director of Music)
Ms. Candy Holmes (Jubilee Choir Director)
Mr. Dan Hollomon (Worship Powerpoint Coordinator)
Mr. Tom Cole (Set Design)
Ms. Beth Downey (Coordinator of Pages)
Rev. Sandy Williams (Coordinator of Ushers)
Rev. Robert Griffin (Pastoral Care Coordinator)
Ms. Ana Vargas (Spanish Language Translation Coordinator)
Rev. Julia Seward (American Sign Language Coordinator)
Mr. Ian Taylor (Public Relations Coordinator)
Rev. Jim Mitulski (Health and Wholeness Coordinator)
Rev. Dr. Lori Dick (Health and Wholeness Coordinator)
Rev. Jodi Mekkers (Health and Wholeness Coordinator)
Rev. Barbara Sagat (Children's Programming Coordinator)
Ms. Lupe Valdez (Security Coordinator)
Rev. Joe Piccari (Accessibility Coordinator)
Ms. E.T. Thomas (On-Site Workshop Coordinator)
Mr. Mark Hahn (Editor of *The Daily*)
Mr. Roger Owens (Protocol Officer)

PASSED

Motion 45 Move that General Conference XIX express its appreciation to Ms. JoNee Shelton for her many years of service as a member of the Facilitating Council of the Commission on the Laity and for her ten years of service as Chair of the Commission on the Laity.

PASSED

Motion 46 Move that General Conference XIX express its appreciation to the Board of Elders for conducting the Listening Posts.

PASSED

Motion 47 Move, within the concept of the priesthood of all believers, concerned laity have felt precluded from the full realization of this priesthood in the inadequacy of accessibility of the Commission on the Laity meeting. We have found this evident in the scheduling, or lack thereof, of this Commission on the Laity meeting. We had to choose between personal well-being, worship, and business, all of which are important to us as members of this body of Christ, Denomination, and Conference. Due to this choice, some of our Churches were not represented at the business meeting of the Laity, and those which were represented were hampered by fatigue and lack of time. We have persons with serious and life threatening illnesses and others who have taken ill due to inadequate time for dinner between business and worship. Due to time constraints, the Commission on the Laity did not finish its business. Therefore, be it assured that General Conference XIX instruct the Board of Elders, General Council, and the World Jubilee/General Conference Planning Committee to ensure that the Commission on the Laity, as commissioned by the UFMCC, has adequate time, space and facilities,

at a reasonable time, to conduct business prior to the Wednesday business sessions at future World Jubilee/General Conferences.

The Moderator received Motion 47, requiring neither debate nor vote.

Motion 48 Move that the Lay House of General Conference XIX express its appreciation to the Moderator for explaining the scheduling snafu.

PASSED

Motion 49 Move that General Conference XIX express its appreciation to Mr. Frank Zerilli for 25 years services as Personal Assistant to the Moderator.

PASSED

Motion 50 Move that General Conference XIX express its appreciation to Rev. Elder Don Eastman for providing a wealth of statistical data.

PASSED

Motion 51 Move to adjourn General Conference XIX.

PASSED

Respectfully submitted,

Rev. Elder Darlene Garner, Clerk

We Measure Our Ministry In Multiples Of One!

Report of the Board of Elders to General Conference XIX

Do you remember your first visit to a Metropolitan Community Church? For most of us it was one of the most transforming steps in our lives. For some, it was their first experience of faith in Jesus Christ. For many, it was the beginning of a new commitment to personal honesty and wholeness. For others, it was simply "coming home." Over these thirty years, multitudes of individuals have found healing and hope in Metropolitan Community Churches. Yet, the very needs that drew us all into this Fellowship still exist, unmet, in the lives of millions world-wide. Our mission is to reach them!

Whether your church is small or large, it should never be content unless new people are constantly being brought into its life and ministry. In response to the "Great Commission" of Jesus Christ, the making of disciples is the heart of our mission. And, the essence of discipleship is development of lay and clergy leaders infused with the values and vision of this inclusive Fellowship. Empowered to lead vital ministries, leaders then produce new leaders.

Each member is a minister! As a priesthood of believers, all members are called to ministry. Each individual in the community of faith is called by God and empowered by the Spirit to be an instrument of God's grace and promise. The role of leadership is the equipping of individuals to fulfill that call. The goal of membership is giving of oneself in ministry.

If every Metropolitan Community Church embraces this vision and achieves these characteristics, we will bring new life to multitudes around the world, one by one!

As of the end of 1998, international inclusive membership (including active members and adherents) is approximately 44,000. This is an estimated number based upon church membership and attendance data, as well as other information. Adherents are those who attend a MCC but are not active voting members. In most MCCs this represents at least half of the congregation.

Confirmed active voting membership of church bodies in the USA (as reported to the Board of Pensions USA and/or UFMCC administrative offices) at the end of 1998 is 18,081. By comparison, with 17,196 members in 1997, this represents a membership growth of 5.15%. Membership reported to the administrative offices for churches outside the United States is Eastern Canadian District 660; Mountain and Plains District churches in Canada 49, European District 422; Australian District 280 and Global Outreach, 2,570 (Argentina 35; Mexico 295; New Zealand 80; Nigeria 1,500; The Philippines 60; Puerto Rico 70; South Africa 530)

As of May 1, 1999 the UFMCC includes 84 Chartered churches, 117 Commissioned churches and 98 New or Special Works for a total of 299 church bodies in 14 countries.

We are at the midpoint of the time period during which Rev. Troy Perry called on churches of the UFMCC to "double within a decade." At that point in 1993, we had 14,664 active members in the USA and 1,939 outside the USA. By the end of 1998, we have a growth of 3,417 members or 23.3%.

Today, we are not on target to double in the decade!
To accomplish what we set out to do we must urgently adopt a new goal:
Achieve a net gain of 11,247 additional members between now and 2003.

During the next five years...

...our goal is to increase the quality and capability of leadership throughout this global network of Metropolitan Community Churches in order to achieve a net growth of 11,247 members. All of our members will be equipped to minister with excellence. This diverse global body will be widely recognized as an influential force for inclusive Christian spirituality which celebrates the integration of spirituality and human sexuality. Strengthened local churches which reflect wellness, wholeness and holiness will meet the justice and faith needs of people in increasing numbers of countries and cultures.

We will achieve this goal through several key strategies....

- renewing the passion of a powerful vision which offering hope and transformation to people everywhere.
- resourcing the leadership of local congregations with high quality materials and services based upon the latest trends and technologies.
- reinventing our process of education and ongoing training of church leaders to become more relevant and responsive to the rapidly changing environments of global ministry.
- reviewing existing structures and systems and making necessary changes to improve both the quality and cost-effectiveness of our service and support to local congregations.
- reducing the levels of regulation by increasing focus on accountability to values through trust rather than maintaining control through structure because of distrust.

Ministry Priorities Are The Key

The Ministry Priorities adopted by the 1997 General Conference in Sydney provide an excellent framework to guide our strategies and goals for the next five years. The Board of Elders encourages General Conference Nineteen in Los Angeles to reaffirm these Ministry Priorities for the coming biennium. During the past two years, these Ministry Priorities have been central to the planning and work of the Board of Elders, General Council and UFMCC staff. Here are some highlights of the very substantial results:

Empowering our Gifts Through Leadership Development

- Benchmarks of Excellence have been completed for five key areas and are being developed for an additional three functions of local churches. These benchmarks can be accessed by local church leaders anytime, anywhere through the UFMCC Intranet.
- The 1998 UFMCC Church Leadership Conference focused exclusively on leadership development for excellence in ministry. Attended by 400 local church leaders, it was our most successful leadership conference ever.
- A comprehensive orientation and development module for local church Boards of Directors is now accessible to local churches through the UFMCC Intranet.
- Leadership development in target populations is offered through the African American Conference, the Asian-Pacific Island Institute, and the LALO Conference
- An Elders' Task Force on Education has been created and charged with assessing needs and bringing recommendations for the development of professional leadership for local churches.
- The Office of Clergy Development provides information and resources for local church leaders, including the coordination of the clergy development intensive programs for basic proficiencies and orientation to pastoring.

Bringing The Good News Through Outreach/Marketing/Growth Resources

- The UFMCC Office of Communication has coordinated a quick response to numerous high profile events or incidents, leading to the production and distribution of resources to local churches and high visibility of the UFMCC and local MCCs in the media.

- A new array of resources for growth and outreach has been developed by the Strategic Growth Initiative and is available through the UFMCC Intranet, and UFMCC and District Conferences.
- A Resource Development Team at UFMCC headquarters has developed and distributed local church ministry resources on a monthly basis.
- Participation of the UFMCC Ecumenical Witness and Ministry in the World Council of Churches has been highly visible and influential.

Building Our Global Community Through Networking/Technology/Accessibility

- A Technology Team continues to build our global connection on the Internet; our UFMCC website currently receives over 200,000 hits each month.
- The UFMCC private password access Intranet for local church leaders was launched in 1998, is growing every month and now has more than 1000 downloadable pages of resources and information for local churches..
- Pilot Projects has funded the acquisition of computer equipment for Global Outreach assuring the connection of all churches, except Nigeria (which is connected by fax).
- The Technology Team has provided skills-building opportunities in the use of online services at all UFMCC conferences.
- Increased focus on translation has resulted in many more resources now available in Spanish and French on the UFMCC Intranet.

Encouraging Faithful Stewardship Through Financial Development/Stability/Accountability

- Benchmarks of Excellence on Stewardship, along with resources and training opportunities have been developed through the Strategic Growth Initiative. These are available on the UFMCC Intranet and at conferences.
- Appointment of an interim Financial Development Director and several fund raising initiatives have resulted in the receipt of $188,000 in grants from the Ford Foundation and the Gill Foundation in 1998. Additional grant applications are now underway to various potential funding sources.
- Careful and competent financial management at UMFCC headquarters has resulted in the virtual elimination of long-term accounts payable and the refinancing of the property owned jointly with Metropolitan Community Church of Los Angeles. As a result, all loans to Districts and individuals in the acquisition of the property have been paid in full.
- UFMCC accounting staff has taken over management of the financial records of the Board of Pensions (USA), resulting in a positive independent audit for 1998.
- UFMCC staff has developed training and resources for local church leaders on financial accountability. These resources are available on the Intranet and at conferences.

Helping Your Church Reach Out!

The Strategic Growth Initiative is helping Metropolitan Community Churches everywhere to increase their effectiveness in reaching those in need.

Learning From Target Churches

One strategy of the Strategic Growth Initiative has concentrated on a select group of churches, providing consultation services and ongoing review of results. What we have learned from these churches shapes the development of resources and services for all our Metropolitan Community Churches. For example, in the target churches we learned that what our churches needed most urgently were resources to improve the quality of integration of newcomers into congregations, and to increase commitment of members to healthy stewardship. As a result, we are developing and providing increased services and resources on discipleship and stewardship through conferences, workshops and the Intranet. Our next step will be to focus on a smaller group of the target churches to become "learning churches" where constant learning and continuous improvement identify best practices that can be integrated into our Benchmarks of Excellence.

Equipping For Excellence

Benchmarks of Excellence in Ministry are another key strategy of the Strategic Growth Initiative. The best practices of healthy churches in various functional areas common to all churches are studied and become benchmarks by which your church can consider its own practices and goals. The SGI Team has developed five Benchmarks of Excellence categories: Purpose, Vision and Mission; Celebrative Worship; Wholistic Stewardship; Purposeful Church Facilities; and, Effective Discipleship. Development continues on three additional categories: conflict management; multicultural diversity; and pastoral leadership. Benchmarks of Excellence can be accessed through the UFMCC Intranet.

Inspiring Opportunities To Grow Your Leaders

For each of the past three years, the Strategic Growth Initiative has sponsored a special learning event for MCC leaders during the Robert Schuller Institute for Successful Church Leadership at the Crystal Cathedral in Garden Grove, California. SGI offers a two-hour orientation for MCC registrants before the Schuller Institute begins and a full-day debriefing event following the Institute. Each year approximately 60-80 MCC leaders are attending this great conference which is always scheduled during the last week of January.

More than 500 MCC leaders have now participated in the one-day SGI mini-conference, "Front Door, Back Door, Side Door," which addresses the attraction of visitors to your church, the integration of newcomers into membership and the mobilization of members into ministry. This event has been conducted in cooperation with five districts and scheduled for a sixth in late 1999.

In 1998, the Strategic Growth Initiative Team was responsible for planning the UFMCC Leadership Conference on Excellence in Ministry. Attendance at the conference was at an all-time high, and participants rated the event as our best conference ever. In preparation for the 2000 Leadership Conference, the SGI Team will focus on Excellence in Celebrative Worship.

Creating Our Future: Structures and Systems For Ministry Support

In the Board of Elders' Pastoral Letter of April 1998, we outlined many of the key issues confronting our Fellowship on this eve of a new millennium. We continue to urge the importance of this Pastoral Letter (see page 57) and are continuing to implement the actions discussed. As a result of study and recommendations submitted to the Board of Elders by the Geographic Review Board, we have begun a process to review UFMCC and District structures, systems, and personnel.

Guiding Principles for Review of UFMCC and District Structures and Systems

In March 1999, the Board of Elders adopted the following principles that will guide the two-year review process:

- The UFMCC is called to go into all the world, passionately committed to reaching all people with the Good News of Jesus Christ. We find our greatest strength in the witness and ministry of local congregations. All UFMCC and District structures, systems, and personnel are accountable to provide quality service and support to local churches.

- Being good stewards, we must wisely use the gifts God has given us by affirming and building upon the strengths and the best of the present structure, systems, and personnel.

- Committed to excellence in ministry, we are willing to make the necessary changes to boldly proclaim the Gospel of Jesus Christ in a rapidly changing world.

- Structures, systems, and personnel of Districts and the UFMCC will be based upon the functions required to empower the witness and ministry of local churches.

- Wise, visionary servant leadership is needed by the Board of Elders, leaders of Districts, and leaders of local churches to bring about the kinds of changes required for effective ministry in the new millennium.

- Mutual respect and trust will be the basis for changes impacting structures, systems, and personnel. We realize that risks must be taken and mistakes may be made, but ultimately positive change is preferable to the status quo.

- We must be realistic about what can be accomplished, given the size and resources of the UFMCC.

- The single most important factor in the success of local churches, Districts, and the UFMCC is the quality of leadership. Effective and transformative leadership must be provided through skills, training, gifts, calling, and accountability.

- We must find an effective, flexible, and appropriate balance between resourcing and regulation that will streamline, empower, and release local churches for more effective witness and ministry.

Process for Review of UFMCC and District Structures, Systems, and Personnel
Over the next two years, the Board of Elders, with the assistance of the Geographic Review Board, will seek input from individuals and groups of people throughout UFMCC on matters of regulation, resourcing, and other systemic issues, including tithing. Input received through questionnaires, interviews, meetings, forums, listening posts, an electronic bulletin board, and focus groups, will inform the recommendations that we will submit to General Conference XX in 2001.

Ecumenical Witness and Ministry

Our big story of the biennium is participation in the 8th General Assembly of the World Council of Churches. The UFMCC ecumenical team of 12 delegates was led by Rev. Elder Nancy Wilson, Rev. Elder Hong Tan and Dr. Gwynne Guibord. The team prepared for a year and a half, as a joint project of Ecumenical Witness and Ministry and Global Outreach to achieve the following:

- We found maximum opportunity to participate as an Observer at the WCC Assembly in Harare. We attended all business sessions, press conferences and the Ecumenical Decade for Women the week before the Assembly. We offered a worship service with open communion, at which Elder Tan preached. We offered several workshops at the Padare, and met daily with nearly 100 other gay and lesbian visitors to the Assembly. We participated in small groups, conducted dozens of media interviews, and staffed an information booth. We also participated in other workshops and activities of the assembly.
- Global Outreach focused on meeting with gay and lesbian Christians from around the world who were interested in MCC. We conducted an ordination interview, and ordained one of our South African pastors at the hotel in which we were staying. We made many valuable connections with prospective MCCers in Africa and around the world.
- We also went to Zimbabwe to offer our support to Gays and Lesbians of Zimbabwe (GALZ). We visited their facility, participated in their seminars off campus, sponsored a press conference with them, and participated in the first Human Rights March in Zimbabwe that GALZ was permitted to join. We led a prayer vigil during President Robert Mugabe's visit to the Assembly, and went with an ecumenical delegation to the home of the U.S. Ambassador with members of GALZ to advocate for support for their human rights.

Our delegation of 12 lay and clergy people was from the United Kingdom, South Africa, the United States, and Puerto Rico. The fruits of this effort will blossom over the next several years. We acknowledge the contribution of the Ford Foundation in making it possible for UFMCC to send such a large delegation. The World Council of Churches has over 300 member communions, and over 5,000 people attended the Assembly.

Ministry of Global Outreach

The Board of Global Outreach is pleased to announce the ordination of six new pastors during the past biennium: Rev. Pablo Navarro and Rev. Margarita Sanchez from Puerto Rico, Rev. Andrew Donaldson and Rev. Doug McGee from New Zealand, and Rev. Nokthula Dhladhla and Rev. Danie Botha of South Africa. This brings the number of ordained clergy in Global Outreach from four to sixteen in the past five years.

Another very significant step of progress during this past biennium is the acquisition of computer equipment to assure that all Global Outreach churches are connected online (with the exception of Nigeria which is connected by fax.) This purchase was made possible by a grant from the Pilot Projects Fund. Now, many of our churches in Global Outreach have developed their own web pages, bringing their information to the entire UFMCC world community. Immediate access to the UFMCC Inranet, the easy flow of information and the ease of e-mail is especially important to the churches of Global Outreach , who now feel much more connected to the entire UFMCC.

Latin America has seen new growth during the past two years with the founding of ICM Monterrey, Mexico by David Pettitt from MCC of the Resurrection in Houston. For the first time, the Strategic Growth Initiative is working with a Global Outreach church, as Rev. Elder Donald Eastman began work with the Monterrey congregation which now averages approximately 100 in worship each week. Additionally, Rev. Jorge Sosa has made a major tour of Latin America resulting in contacts in four new countries in Central and South America. We expect to be able to plant two or three new churches in Latin America within the next eighteen months.

Prior to the World Jubilee, under the leadership of Rev. Elder Hong Tan, the first official UFMCC gathering of Asian leaders will take place at the Asian-Pacific Islander Institute. This Insititue is designed to foster the growth of current and new Asian leaders throughout the UFMCC. We anticipate a huge surge of growth from within the Asian-Pacific Island communities both in countries where MCC presently exists and as we strive to move into other countries around the world.

One very exciting model of ministry and outreach is through partnerships formed between Metropolitan Community Churches, such as that of MCC Long Beach and MCC Manila. This exciting missions initiative features mutual visits for training, witness and ministry which strengthen both churches. We will promote similar types of partnerships to support leadership development in other Global Outreach areas.

This past biennium has witnessed more contacts from interested countries around the world than ever before in our history. This significant increase is due in part to the global use of the Internet. More than 30 new countries have reached out to the UFMCC. Many Christian groups, some of which have be operational for years, are now discovering the UFMCC as a place for networking and sharing in the Good News of Jesus Christ.

The Ministry of Justice

Since its founding in 1968, UFMCC has been at the forefront of the drive for spiritual justice for gays, lesbians, bisexuals and transgendered persons. The denomination fought for the rights of gay and lesbian chaplains to serve in public jails, and has fought a variety of anti-gay laws and ballot initiatives. We have fought for the rights of gays and lesbians in the military, and for equal rights in marriage laws. Our quest

for justice also extends to many other dimensions of human rights and dignity. Whether racism, sexism, poverty, homophobia or other forms of injustice, the people of the UFMCC often act as advocates and activists. UFMCC theology includes a strong biblical commitment to social justice and human rights. From our earliest days, the UFMCC has been committed to a three-fold Gospel of Christian salvation, Christian community and Christian social action.

One major expression of this commitment to justice is the active role and support of the UFMCC in the forthcoming Millennium March on Washington. UFMCC Founder and Moderator Rev. Troy Perry has been instrumental in the call and preparation for this historical event. The dawn of a new millennium, by its very nature, heightens society's sensitivity. Commentators, the press and society at large will be looking for messages and trends for the new millennium. This is a strategic moment, a unique opportunity to raise a standard for equality. We challenge and invite every person of MCC who possibly can, to be at the March on Washington in 2000!

Another initiative for justice is advocacy for a child to be able to attend church. The UFMCC has joined hands with the National Center for Lesbian Rights to handle the legal appeals on behalf of the lesbian mother and her child. A notice of intent to appeal has been filed in the Texas court system against the official judicial ruling that the predominantly gay Metropolitan Community Church is not an acceptable church for the daughter of a lesbian mother. The ruling came in the midst of a custody ruling as part of a divorce between the lesbian mother in Wichita Falls, Texas and her husband.

Rev. Dr. Mel White is UFMCC's Minister of Justice. Over the last two years, he and his partner Gay Nixon have traveled throughout the United States representing the Fellowship on university campuses; at ecumenical, interfaith, and Pride events; at MCC and "Welcoming" church gatherings, and in Soulforce workshops and political actions.

HIV/AIDS Ministry

As the face of the global HIV/AIDS epidemic continues to change, Metropolitan Community Churches continue to confront the issues that have so profoundly impacted our communities for almost two decades. During the past two years, we have continued to address issues related to HIV/AIDS in various ways. In December 1997, Rev. Troy Perry and others represented the UFMCC at an invitational symposium on HIV/AIDS hosted by former U.S. President Jimmy Carter at the Carter Presidential Center in Atlanta, Georgia.

Rev. Perry said, "I discovered very quickly that there is a changing face of AIDS. The physicians from the United Nations World Health Organization explained that AIDS is in a worse pandemic than we have ever been in – the only difference is the majority of new cases are in Third World Nations. They explained that in industrialized countries, medicine is readily available for anyone who wishes it. That is not the case in developing countries."

The UFMCC continues to be an active participant in the AIDS National Interfaith Network in the USA. Rev. Phillip Mathews of Washington, DC, represents the UFMCC on ANIN's Board of Directors. The UFMCC also continues to support Mobilization Against AIDS International Candlelight March and Vigil, World AIDS Day is observed throughout the UFMCC, and resource kits on AIDS are provided to our churches by UFMCC staff.

Rev. Perry came away from the symposium more concerned than ever about AIDS and its impact on the world population. It is vital that UFMCC continue our role of supplying information to our members and friends about how they can best combat this disease. Therefore, over the next two years, we will continue resourcing our churches for HIV/AIDS ministry and facilitating access to national and international HIV strategies and policies.

April, 1998

A Pastoral Letter from the Board of Elders

Church For The Twenty-First Century

"No one puts new wine into old wineskins; otherwise the new wine will burst the skins and will be spilled, and the skins will be destroyed. But new wine must be put into fresh wineskins." Luke 5:37-38

"Every age tastes the temptation to forget that the gospel is ever new. We try to contain the wine of the gospel in old wineskins--outmoded traditions, obsolete philosophies, creaking institutions, old habits. But then, with time the old wineskins begin to burst, and the power of the gospel pours forth once more. Wineskins are not eternal; not sacred. As time passes they must be replaced--not because the gospel changes, but because the gospel itself demands and produces change! New wine must be put into new wineskins--not once-for-all, but repeatedly, periodically."

Howard Snyder in *Radical Renewal: The Problem Of Wineskins Today*

The impact of Metropolitan Community Churches as a movement has been among the most remarkable throughout Christianity's history. In only thirty years, our journey together as a global community of faithful Christian disciples has forever influenced ways in which the Church Universal must deal with the reality of sexual and gender minorities. More importantly, the good news shared by Metropolitan Community Churches has brought healing and hope to countless multitudes, many of whom have found places of reconciliation and community in our local congregations.

Blessed with continuous growth, we also have experienced growing pains from time to time. It is well known that when a church grows, its structures and systems, as well as approaches to ministry, must evolve and change to effectively facilitate the next stage of growth. The same is true for the structures, systems and ministries of our districts and denomination. Periodically we must review and evaluate the effectiveness of these "wineskins" of structures and systems. Although major evaluation and substantial changes took place in 1995 through the process of the Elder's Task Force on Structures and Systems, continuing concerns are being raised regarding the effectiveness of district structures, regulations imposed on local churches, requirements for participation in District and General Conferences, roles and responsibilities of district and denominational leaders, and the level of tithes and assessments paid by local churches to the districts and denomination. Additionally, our mission and ministry in today's world happens in the context of the most rapid and massive changes in human history. This is an environment in which we must be extremely flexible and quickly adaptive. We believe that once again it is time to address the issues of "wineskins," in order that we may be truly effective as the "Church For The Twenty-First Century."

What Is God Calling Us To Be and To Be Doing In The Years Ahead?

In the words of Jesus, God is calling us to make disciples of all the peoples *(panta ta ethne* in Matthew 28:19,) and particularly of those peoples excluded from the traditional church such as gays, lesbians, bisexuals, and transgendered people along with their families and friends. As disciples of Jesus Christ we are called to proclaim and live the full gospel through evangelism, service and justice. Having said "yes" to that call, we have been brought together as the Body of Christ in fellowship (*koinonia,*) and gifted (*charisma*) to serve (*diaconia*) each other and the world. This is a call to be realized by every individual.

The most significant challenge before us is the need for continuous clarity of who we are and what God is calling us to do and become. This is a matter of identity and purpose, of values, vision and mission. It's not enough for these issues to be discussed and decided by the General Council or District Committee or Board of Directors, printed in some document, then voted on and forgotten. These are issues that constantly must be central in our life together as a faith community. This is essential as a sound basis for the choices we must make on congregational, district and denominational structures, systems and priorities.

Before us now are many other challenges. How do we reach and disciple the new generations of peoples God is calling us to reach? How can we best model, inspire and shape a culture of generosity in order to fulfil God's call? What must we do to be an intelligent organization through constant learning and continuous improvement? What kinds of structures and systems will best serve our vision, mission and ministries in the near future? What should be the balance and relationship between control and trust in our structures? The balance between resourcing and regulation? How will we train our next generation of Pastors and other church leaders? What strategic alliances with groups outside of MCC might serve our values, vision and mission? What is the cost of our connection together as a global fellowship and what is the best stewardship of our economic and human resources? We call for the people of the UFMCC at every level and in every possible venue to think upon these challenges, to discuss the problems and possibilities, to raise questions, to propose solutions, to network and communicate, and most of all, to pray that God will continue to lead us.

The Board of Elders honors and embraces the forward-thinking changes enacted by the 1995 General Conference and very important ministry priorities adopted by the 1997 General Conference. We will keep focused on the effective implementation of those changes and the ministry priorities. Our standard of measure for the effectiveness of all that we do shall be the question, "How does this support, undergird, encourage or challenge the people of local MCCs to fulfill the values, vision and mission that God has given?" At the same time, we will actively address those emerging issues, trends, opportunities and threats which may impact the future of this Fellowship, and will aggressively facilitate the dialogue and deliberation on these matters. We invite you to participate in this discussion whether by letter, written papers, email networking, or forums in congregations and districts. We further invite you to submit your thoughts on these issues to the Board of Elders.

Why Are We A Fellowship?

"Once you were not a people, but now you are God's people." I Peter 2:10

It's wonderful to gather with the people of MCC and hear them share the stories of their personal spiritual journeys. Time and again, it's the story of redemption, restoration and reconciliation. It's a story that transcends every boundary and barrier humans establish. It never gets old.

Over the years we have bonded together in fellowship and covenant as an international community of faith, the Universal Fellowship of Metropolitan Community Churches. This Fellowship, correctly identified as both a denomination and a movement, includes connection through Districts and Global Outreach Areas. Early on, the advantages of such a bond were discussed by the late Rev. Elder James Sandmire in his pamphlet, *Why We Are A Fellowship*. Similarly, Lyle Schaller identifies some of the advantages of denominational affiliation in his recent book, *Tattered Trust: Is There Hope For Your Denomination?* In our own words, here are some important advantages of our affiliation with the UFMCC (including Districts, various program structures and Global Outreach Areas):

1. To be a part of the UFMCC is to share in the strength and wonder of one of the most powerful and liberating movements in Christian history. As the people of God gathered together in this movement

we are co-creators with God of a new thing God is doing. We are part of a movement for which people have died, for which others will die and to which many more are devoting their lives. Together, we find the increased strength and support that comes through identity and cohesion with a larger movement bringing about positive change in the world. We gain strength in numbers, and strength from our unity in diversity. The whole is more than the sum of its parts. This expands the vision, extends the mission and enhances the visibility of local congregations.

2. Our connection to each other in the UFMCC affords opportunities (such as the World Jubilee, District Conferences, Global Outreach Area Conferences, and Leadership Conferences) to come together as the people of God for times of great celebration and edification, times of fellowship, friendship and education. As people of the covenant we recount with joy the ways in which God has acted, reflect on our faithfulness to God's call and rededicate ourselves to the vision God has given us. This offers inspiration, renewal and energizing of church leaders.

3. Local churches find pastoral leadership through a system for providing local church leaders including the training, development and credentialing of professional clergy. The clergy credentials system also provides a process for professional accountability. It also provides a program of Pension Fund benefits to affiliated clergy in the USA (and plans now being explored to cover clergy outside the USA.) Here, our connection together offers vital sources of proven and experienced pastoral leadership for local churches.

4. The Districts and Ministry of Global Outreach provide the opportunity for the planting and nurture of new MCC congregations. This also gives a sense of interdependence and opportunity for cooperation between churches. Local churches can readily gain benefit from the experience of other similar congregations.

5. As part of the larger Fellowship we identify people with spiritual gifts of leadership and empower them to serve in roles as Elders and District Officers. They bring to our global connection of churches the gift of apostolic leadership, providing spiritual guidance, prophetic insight, pastoral care, encouragement, unity and continuity.

6. Sharing skills, knowledge, experience and passion, many people throughout the Fellowship have participated in the development of a variety of resources, programs and services which support the unique and particular needs of local MCC congregations. The denomination, districts and Ministry of Global Outreach provide a means for discovery, development and distribution of valuable resources to local churches.

What Trends Impact Our Mission And Ministry?

First, and most importantly, throughout the world there is a remarkable and widespread hunger for spirituality. In spite of all the talk of secularization, the Post-Christian Era, the death of theism, and the end of Christendom, powerful movements toward spiritual vitality are emerging everywhere. From the Orthodox resurgence in Russia to the Pentecostal expansion in Latin America, from cell groups in house churches in China to the megachurches of North America there are massive movements toward the Christian faith. It may be much more accurate to think of today's world as Pre-Christian rather than Post-Christian.

Although gays, lesbians and other sexual or gender minorities have been persecuted and alienated by churches, they, too, have intense spiritual desires. Last year, MCC New York conducted a survey of unchurched gays and lesbians attending an exposition event in Manhattan. Of the 170 people surveyed, 136 did not attend church, 128 of whom said they would be interested in attending a gay/lesbian affirming church

or synagogue. More than two-thirds of the people in our churches were not attending a church before coming to MCC. We who have found the Bread of Life live in a world filled with spiritually hungry people. These spiritual needs and yearnings place before us an open door!

Secondly, throughout the world there is increasing geographic, social and religious mobility. Loyalty to a particular denomination or local church has declined and people are much more inclined to "shop" for a church which meets individual needs or supports their personal spiritual journey. A major study of 305,000 people in Australian churches found that 29% had switched from one denomination to another. No denomination or church has a "corner on the market" anymore. One of the more recent developments has been the emergence of independent churches which may now account for as many as 20% of the churches in North America. During the past 30 years in the USA one mainline protestant denomination, the United Church of Christ, experienced a decline of more than 28% in membership (a decline of 580,083) while the largest pentecostal denomination, the Assemblies of God, grew by 294% (an increase of 1,840,928 members). Not all denominations are dying.

What's really more significant is that denominations don't grow or die, churches do. Although total membership in the Assemblies of God has been growing (they have added 102,589 members in the last two years,) 62% of their churches are plateaued or declining in membership. Much of their growth has been in the planting of new churches and the rapid increase of larger churches. One key question for MCC is "what can we learn from *growing churches*, regardless of denominational affiliation?" The next vital question is "how can district and denominational systems continuously nurture, inspire and resource churches to replicate lessons learned?"

Churches exist in an extremely volatile environment today. But within that rapidly changing environment the opportunities are unlimited. Lyle Schaller says that the following three criteria are most likely to attract today's church "shoppers:" 1) relevance to one's personal and spiritual journey, 2) quality in all aspects of ministry, and 3) credibility in living out proclaimed values. Each local MCC ought to be focused clearly on the mission of the Great Commission: making disciples. We should also assure that our ministries are marked by relevance, quality and credibility. And every denominational or district structure ought to primarily resource and support such a focus.

Thirdly, the shift from the industrial age to the information age is profoundly changing virtually every institution in the world. Radical and rapid changes are occurring in the institutions of commerce and government, and this is no less true in the social sector, including churches. Bureaucracy, the twentieth century's most effective form of organization for productivity, no longer works. Bureaucracy's system of control included hierarchy, chain of command, uniform policies, rules and regulations, standard procedures, specialization/limitation of tasks, impersonal relations and top-down coordination. Among business, governmental and secular nonprofit organizations there is widespread movement today away from bureaucracy as the preferred organizational structure. Although the structure of most churches and many denominations would not constitute what is truly defined as a "bureaucracy," it is a fact that many churches and denominations have used some bureaucratic methods. This is most evident in church bodies with a strong hierarchical form of government. Inherent in strongly hierarchical structures is a high level of systemic distrust.

It is true that some of the previous structural revisions in UFMCC Bylaws and legislative actions of districts have led in the direction of more hierarchy and control. However, the impact on local churches may be less a matter of basic structure than it is of what is done with the existing structures. For instance, what requirements, regulations or restrictions are in place within the present structure? How do district and denominational personnel apply or implement such requirements, regulations or restrictions? What is the

relative emphasis of regulation versus rescourcing of local churches? Are the district systems and structures working effectively in some districts and less so in other districts? Are there sufficient financial and human resources to effectively achieve what the structures are intended to accomplish? Keep in mind that the denomination (Assemblies of God) which grew by 294% during the past thirty years has a denominational and district structure which is virtually identical to that of the UFMCC.

One of the most pressing issues for the UFMCC is the choice of where we should be on the continuum between the extremes of a vertical hierarchy (such as the United Methodist Church) which is held by control, or a voluntary association (such as the Southern Baptist Convention) built upon trust which emphasizes accountability to values, vision and mission. The response to this choice highly impacts whether the denominational and district structures will place more emphasis on resourcing or regulating local congregations. Within this choice also lies an answer to another frequent question: "What level of contributions from local churches is needed to fund district and denominational functions?"

A fourth trend changing the global religious landscape is the influence of forces such as Vatican II, liberation theologies and the world-wide Pentecostal/Charismatic movements which have profoundly reshaped historic distinctions between clergy and laity. This trend, along with other developments such as twelve-step and new age movements, is also largely influenced by the information age and its technologies. The impact has broken the dominance of the clergy as a professional elite who serve as dispensers of grace and gatekeepers of word and sacrament. The shift of centrality from clergy to laity in the church may well be the most distinctive characteristic of the Church of the Twenty-First Century. The charismatic dimensions of this shift move the church from a focus on offices to a focus on giftedness. Now this does not mean that clergy will be unnecessary or irrelevant, but it does mean that increasingly the role of clergy will change dramatically from what it has been through most of the last 100 years. William Easum and Thomas Bandy, in their book *Growing Spiritual Redwoods*, discuss the trend: "...people do not want to talk about religion; *they do want to talk about spirituality*! ....they do not want to listen to professional experts; *they do want to learn from spiritual travelers*!"

One of the most obvious implications of this trend is the need for new approaches in the training and development of professional church workers including clergy. Ministry today and into the next century requires the leadership of Pastors capable of shifting their primary focus from care-giving to ministry empowerment. In many cases this will mean a shift from clergy generalists to lay specialists as professional salaried church workers. This trend also poses new challenges and opportunities for the forms and functions of our educational institutions. Already, large teaching churches, para-church organizations and distance education are becoming more important venues of education than seminaries for the training of church workers.

What Structures Serve Our Mission And Ministry?

Several times throughout our brief history major structural changes have been made by the General Conference. Those changes have dealt with both the nature of our connection as a Fellowship and the cost of the connection and its ministries. In 1981, the universal priesthood of all believers was adopted as the basis of ministry in Metropolitan Community Churches with the assertion that all members are called to a ministry. This has increased the role of laity in participation in all types of ministry. In 1985, significant changes resulted in the creation of the General Council and the present system of Districts. Following an earlier movement in some districts for churches to voluntarily increase their district assessments, the required amount from local churches to Districts increased from 2% to 5% of church income. Bylaws changes in 1985 also gave District Conferences legislative powers impacting local churches. In 1995, changes were made which devolved clergy credentials decisions to Districts, gave responsibility for District boundaries to the

Board of Elders working with a Geographic Review Board, and streamlined the purpose of the General Conference to provide more focus on a celebrative and educational World Jubilee. In 1997, for the first time, the General Conference adopted ministry priorities and affirmed statements of vision, mission and core values. These now are the basis and standard for planning, implementing and evaluating all activities at the denominational level.

From 1993 through 1995, a major emphasis was initiated by the General Council, Board of Elders and UFMCC staff to provide a greater focus on resourcing local churches. Examples include:

1. The UFMCC Internet website has been developed and is a remarkable global success now receiving more than 100,000 "hits" every month.
2. Online communication via the weekly "Leaderlink" and email service now regularly reaches more than 3,000 local church leaders. Among the most popular features are frequent resource kits for local church ministry.
3. Our monthly publication, *Keeping In Touch*, has more than tripled in distribution to more than 7,000 with substantially improved quality.
4. The Strategic Growth Initiative has provided leadership development programs to more than 1,000 local church leaders and direct consultation to 20 churches in two years. Its work with target churches and development of quality benchmarks brings local churches a new focus on excellence in ministry and new avenues for learning how to improve.
5. The primary function of the Director of Clergy Development is providing information and resources for professional clergy in their process of development and service, and resourcing District Boards of Ordained Ministry which are responsible for assuring the highest possible quality of professional servants for local congregations. Additionally, the Office of Clergy Development responds to more than 50 requests each month from local churches and clergy for information or resources related to clergy credentials, training and pastoral search/placement.
6. The impressive new UFMCC world center is strategically located in one of North America's most visible gay/lesbian "Mecca" communities, West Hollywood, an area directly visited by more than 500,000 visitors each year. When completed, our international visitors center will annually benefit many thousands of people from all over the world.
7. Leadership development and resources for local churches has become the central purpose of conferences conducted by the UFMCC. These include the World Jubilee/General Conference, Church Leadership Conference, and the increasingly popular mini-conferences. Hundreds of local church workers benefit from these programs each year.
8. The UFMCC's Office of Communication now provides several very useful services to local churches: Timely informational action alerts give local churches an opportunity to pro-actively engage issues of justice; an interactive information network now allows the increased sharing of information on what local churches are doing; ready-to-use press releases are custom-designed for adaptation by local churches.

Among the changes adopted by the 1995 General Conference was the definition of specific criteria for establishing District boundaries with a means of the Board of Elders adopting additional criteria through the process and structure of the Geographic Review Board. Additionally, the General Council was charged with the responsibility to "review and evaluate districts to assure that UFMCC and district programming is meeting local church needs as defined by the local church."

Within the present structure there is a great disparity in the ability of districts to function effectively. Some of the existing districts do not meet the basic criteria for districts and simply do not function as districts. Even in some districts which meet the present criteria there are local church leaders expressing concerns that district structures are not effective. Parallel to this discussion is revival of the question, "what value is received and what results are produced from the tithes and assessments remitted to the districts and denomination?" Review of these issues, evaluation of structures and systems, and remedy of problems identified is currently one of the most important and urgent tasks of our local churches, districts, the Geographic Review Board, Board of Elders, and General Council.

What Can We Do Next?

The Board of Elders is committed to the following actions in consideration of the issues, challenges and opportunities herein identified:

Step One: We will honor the choices and changes of the General Conference.

Building upon the substantial changes already implemented we will continue aggressive response to those actions mandated by the 1995 and 1997 General Conferences. We are convinced those actions constitute a beginning framework for addressing many of the concerns voiced by leaders of local churches. Indeed, those changes came about as a result of deliberation around such concerns. Again, we will stay focused on the question, "How does each effort support, undergird, encourage or challenge the people of local MCCs to fulfill the values, vision and mission that God has given?" To all of those who desire to engage in dialogue on these issues we commend a re-reading of those actions identified in the Recommendations of The Board of Elders adopted by General Conference XVII. Copies of these Recommendations, published in the Reports & Directives of General Conference XVII are available on request from the UFMCC offices.

Step Two: We will evaluate our district structures and systems.

Integral to the changes adopted by the 1995 General Conference is the evaluation and, where advisable, the restructuring of districts. In dialogue and participation with the Geographic Review Board, District Officers and local church leaders, we will facilitate a process of review and evaluation of all district structures and systems. We will draw from the examples of excellence, we will learn from the lessons of our failures, and we will rebuild systems that are truly functional in producing successful structures which effectively serve our local churches. Primary responsibility for facilitating this process of assessment of districts and bringing recommendations to the Board of Elders is assigned to the Geographic Review Board. Within this assessment we are asking the Geographic Review Board to consider all of the issues and questions discussed in this pastoral letter.

Step Three: We will address the issues of resourcing and regulation.

We will evaluate, based upon the opinions of local church leaders, the levels and effectiveness of present services and materials provided by districts and the denomination as resources to local churches. The Executive Committee of the Board of Elders will have primary responsibility for facilitating this process of evaluation. We are also asking the Geographic Review Board to include a review and discussion of all regulatory functions currently mandated in UFMCC and District Bylaws. Central to this discussion shall be the question, "How, and how well, does each requirement or regulation serve or support the ministry of the local church?"

The days and months ahead will bring much consideration and discussion of many issues significant to the continuing vitality and growth of Metropolitan Community Churches everywhere. At this point we really are confronted with two choices: We can react out of frustration with the burdens of our rapidly changing circumstances and the inadequacies of our present structures. Or, we can embrace a new vision, forge a new

direction and embark on a new journey, creating new wineskins that will effectively carry the precious new wine of the gospel we have been given to share with a new generation.

Approaching the eve of a new millennium, uncertainties abound. What is certain in the turbulent sea of rapid change is the clear and constant purpose for which this Fellowship has been called into being. We have been called to bring the Gospel of Jesus Christ to an unreached nation around the world, a global tribe of sexual and gender minorities including gay, lesbian, bisexual and transgendered people, along with their families and friends. Standing on the threshold of the Twenty-First Century, and looking toward the unlimited possibilities of reaching multiplied millions with transforming grace, it is crucial that we draw upon the strengths of our powerful founding vision, shared experiences and varied gifts. With unity in purpose and diversity of peoples we can successfully face entirely new challenges.

Now, on behalf of The Board of Elders I wish you a victorious Easter season.

In Christ,

Rev. Elder Troy D. Perry, Founder and Moderator
Rev. Elder Nancy Wilson, First Vice Moderator
Rev. Elder Don Eastman, Second Vice Moderator and Treasurer
Rev. Elder Darlene Garner, Clerk
Elder C.T. Friesen
Rev. Elder Jorge Sosa
Rev. Elder Hong Tan

May 1999

A Pastoral Letter from the Board of Elders

Blessed With Abundance, Sharing Abundantly

"Through the testing of this ministry you glorify God by your obedience to the confession of the gospel of Christ and by the generosity of your sharing...."
II Corinthians 9:13

Consider the value and importance of your participation in the global ministry of the UFMCC!

The ministry of Metropolitan Community Churches over the past thirty years has had an extraordinary impact, bringing healing and hope to countless multitudes, many of whom have found places of reconciliation and community in our congregations. The success of this ministry has been made possible by many people of MCC who live the gospel of Christ through their witness and generosity. One of the ways in which the people of MCC share in this world-changing ministry is through each congregation's connection with a District or Global Outreach and the global UFMCC movement. Here is some information to help you better understand the importance, the benefits and the costs of your participation in this global ministry.

What is the value of affiliation with the UFMCC and Districts?

Over the years we have bonded together in fellowship and covenant as an international community of faith, the Universal Fellowship of Metropolitan Community Churches. This Fellowship includes connection with Districts or Global Outreach Areas. Here are some important advantages of our affiliation with the UFMCC (including Districts and GO Areas):

1. To be a part of the UFMCC is to share in the strength and wonder of one of the most powerful and liberating movements in Christian history. As the people of God gathered together in this movement, we are co-creators with God of a new thing God is doing. We are part of a movement that people have died for, others will die for and to which many more are devoting their lives. Together, we find the increased strength and support that comes through identity and cohesion with a larger movement bringing about positive change in the world. We gain strength in numbers, and gain strength from our unity in diversity. The whole is more than the sum of its parts. This expands the vision, extends the mission and enhances the visibility of local churches.

2. Our connection to each other in the UFMCC affords opportunities (such as the World Jubilee or District Conferences) to come together as the people of God for times of great celebration and edification, times of fellowship, friendship and education. As people of the covenant we recount with joy the ways in which God has acted, reflect on our faithfulness to God's call and rededicate ourselves to the vision God has given us. This offers inspiration and renewal for church leaders.

3. Local churches find pastoral leadership through a system for the development of local church leaders including the training, development and credentialing of professional clergy. The clergy credentials system also provides a process for professional accountability. It also provides a program of Pension Fund benefits to affiliated clergy in the USA (and plans are now being explored to cover clergy outside the USA.)

4. The Districts and Ministry of Global Outreach provide the opportunity for the planting and nurture of new MCC congregations. This also provides a sense of interdependence and opportunity for cooperation between churches.

5. As part of the larger Fellowship we identify and empower people with spiritual gifts of leadership, creating the funding that allows them to serve in roles as Elders and District Officers, providing spiritual guidance, pastoral leadership, unity and continuity.

6. Sharing skills, knowledge, experience and passion, many people throughout the Fellowship have participated in the development of a variety of resources, programs and services which support the unique and particular needs of local MCC congregations

What ministries are supported, what services provided, and what needs are met as result of 15% of income given the UFMCC and Districts by local churches?

This is the very important question of stewardship and accountability. Monies sent to the UFMCC by local churches are controlled by the General Council, UFMCC's governing board which is comprised of the members of the Board of Elders, the District Coordinators of each affiliated District and representatives of the Ministry of Global Outreach. The General Council determines the policies, processes and programs whereby all funds are administered and accounted for. With regard to Districts, funds are administered and accounted for by the District Committee elected by the representatives of local churches in the respective area at the District Conference. The UFMCC budget is determined by the General Council on the basis of Ministry Priorities established by the clergy and lay delegates from local churches at the General Conference. In 1998, local Metropolitan Community Churches gave $1,253,320 in tithes to the UFMCC. A complete copy of the 1998 financial statement and the 1999 budget are provided to the General Conference; they are also available on request from the UFMCC offices.

Here is a description of the ministries and activities, services and resources made possible in 1999 by these funds:

Partners In Excellence

Much of what is accomplished with funds received by the UFMCC results from the dedicated efforts of highly competent staff members in our global headquarters. At this time, fourteen full-time staff members have committed their efforts primarily to serve local churches as "Partners In Excellence."

Ministry of Elders

The UFMCC budget provides for three full-time Elders, and modest stipends for the other four Elders. It also provides a Confidential Assistant to the Moderator. The following categories represent the broad areas of responsibilities carried out by members of the Board of Elders:

Pastoral Leadership and Care

Rev. Elder Troy D. Perry, Founder of Metropolitan Community Churches, is our Spiritual Leader who continues to serve as Moderator and Chief Executive Officer of the UFMCC. Together with the other six members of the Board of Elders, he shares the important role of building a powerful, widely-owned vision based on MCC's key values and purpose as the Church of Jesus Christ. Elders also have a prophetic role in addressing matters of justice within our Fellowship and in the larger society. Pastoral leadership and care also includes representation of Liaison Elders to each District (Elders participate in District Conferences) and Global Outreach; accessibility and consultation with local church and District/Global Outreach leaders, visits to local churches, funerals and memorial services (typically, Elders visit approximately 100 churches each year.)

Evangelism/Church Growth and Development

In 1997-98, Rev. Elder Don Eastman devoted 50% of his time to the Strategic Growth Initiative, including consultation with 22 churches, development of Benchmarks of Excellence in Ministry for local churches, development of the UFMCC Intranet for local church leaders, work with the SGI Team to produce the 1998 UFMCC Leadership Conference and the SGI program at the Robert Schuller Institute for Successful Church Leadership, and presenting leadership development workshops or miniconference programs to more than 1,000 local MCC leaders. In 1999, Elder Eastman will devote his time solely to the Strategic Growth Initiative/Church Development, Stewardship/Financial Development, and Strategic Direction/Planning.

Christian Social Action

In 1998-99, the major focus in this area is being given by Rev. Elder Troy D. Perry for the Millennial March On Washington planned for April, 2000. Extensive staff work on this project is also being provided by UFMCC Office of Communications. The UFMCC budget also provides limited funding ($12,000 in 1999) for the UFMCC Justice Ministry of Dr. Mel White, who raises other funding to support the Justice Ministry. Additionally, the UFMCC will participate in the annual Creating Change Conference of the National Gay and Lesbian Task Force (USA) and the National Black Gay/Lesbian Leadership Forum (USA).

Ecumenical Relations

This includes the participation of the UFMCC in the World Council of Churches, national and state councils of churches, bilateral dialogue with several other Christian communions, cooperative relationships with various denominational lesbian/gay caucus groups, and representation of the UFMCC to the media. Rev. Elder Nancy Wilson, Chief Ecumenical Officer of the UFMCC, along with Rev. Dr. Gwen Guibord, US National Ecumenical Officer, leads the UFMCC ecumenical delegation.

UFMCC Governance

This includes management of all the meetings and processes of the General Conference, General Council, Board of Elders, Geographic Review Board and the Board of Global Outreach. Oversight of this area will be given by Rev. Elder Darlene Garner, Clerk and Director of Corporate Planning and Policy Development who began full-time service in January, 1999. Funding is also provided from time-to-time for special deliberative processes, such as the Elders' Task Force on Education, which is included in the 1999 budget.

Corporate Management

This includes the functions and duties of the Elders as officers (Moderator, Vice Moderator, Clerk and Treasurer) in carrying out the policies of the General Conference, General Council and Board of Elders, executing all necessary legal and corporate actions on behalf of the UFMCC, legal and risk management matters, and corporate communication on behalf of the UFMCC. Primary oversight of this area is a significant part of the full-time responsibilities of the Rev. Elder Darlene Garner.

The General Council

The UFMCC budget provides meeting space, lodging and per diem for two meetings of the General Council each year, as well as the ongoing work of the Council's various Teams; Corporate and Legal, Finance, Program, and Strategic Planning. Districts fund the travel of District Coordinators to General Council meetings; the UFMCC budget funds travel for the Elders to General Council meetings.

Ministry of Global Outreach

The Global Outreach budget supplied by the UFMCC includes salary for the full-time Director of Global Outreach along with necessary administrative and travel expenses. Funding for specific projects in Global Outreach comes from other contributions and Pilot Projects Fund grants. This Ministry maintains contact with all UFMCC churches outside existing districts, providing guidance, support and care for church leaders in each congregation. It also communicates with individuals and groups globally, which may have an interest in or potential for affiliation with the UFMCC.

Office of Clergy Development

This office, staffed by a Director of Clergy Development provides information and resources for professional clergy in their process of development and service, and resources for District Boards of Ordained Ministry with are responsible for credentialing of professional servants for local congregations. The Office of Clergy Development responds to more than 50 requests each month from local churches and clergy for information or resources related to clergy credentials, training and pastoral search/placement.

Office of Communications

This office, staffed by a Director of Communications, keeps a constant flow of vital information reaching local church, District and UFMCC leaders, as well as other organizations, the mainstream media, and the gay/lesbian/bisexual/transgendered media. Online communication via "Leaderlink" and email service now regularly reaches more than 4,000 people each week. Our quarterly publication, *Keeping In Touch*, now reaches a mailing list of 8,000. Additionally, this office responds to hundreds of requests for information each month.

World Jubilee/General Conference/Leadership Conference

Although many costs of a General Conference or Leadership Conference are borne by the conference registration fees, costs of all time required of full-time UFMCC staff is borne by the UFMCC budget. Conference planning and management has become nearly a full-time task for one individual, and in the months leading up to and during a biennial General Conference, virtually the whole UFMCC staff is mobilized to focus on the myriad of conference needs. Proudly, the UFMCC now presents some of the highest quality conference experiences available. In 1998, the UFMCC Leadership Conference was hailed by many participants as the best ever. Approximately 400 people attended this conference, almost twice the number of the 1996 Leadership Conference.

Internet/Intranet

The UFMCC Internet Website is widely recognized as one of the most exciting and informative religious as well as gay/lesbian/bisexual/transgendered interest sites on the worldwide web. This website has been created and is maintained by a full-time Web Manager. This site, which now receives approximately 200,000 hits each month, includes a password-accessible Intranet that is available to MCC leaders and workers. The Intranet has an ever-growing array of information and resources immediately accessible to MCC people everywhere.

Resource Development
Several UFMCC staff members comprise a resource development team which regularly identifies or produces new resources which are distributed through the UFMCC's online email system, and are available on the Intranet section of the UFMCC Website. Copies of these resources are also available on request via standard mail from the UFMCC.

Support Services/Resource Center
Two full-time staff members provide key support services that assure successful completion of the many functions and tasks described in the various areas of UFMCC activity. This includes staff support for the office of Clergy Development, Office of Communications and the World Jubilee/General Conference. Support staff also maintains the UFMCC directory and mailing lists, prepares general mailings, manages the UFMCC Resource Center, and coordinates building management of the UFMCC headquarters.

Financial Accounting and Statistical/Data Managements
Three staff members focus primarily on financial accounting and management. This includes managing the accounting functions of the UFMCC, Joint Ownership Policies Committee, and the Board of Pensions (USA). The accounting staff processes receivable accounts/pledges, processes accounts payable, maintains the UFMCC's statistical database and manages the UFMCC's computer local area network.

Pilot Projects
A proportion of the tithes received from local churches (presently 7.5%, 10% by mid-1999) is set aside for distribution to districts or churches through the Pilot Project Fund. These funds are allocated for projects which foster church and district growth. A Pilot Project Review Board reviews grant applications and makes the determination on grant awards.

Should we consider the amounts paid by local churches to the UFMCC and our District as a "tithe," or an "assessment?"

In a sense, both terms could be considered accurate. UFMCC Bylaws refer to the 10% sent to the UFMCC as a "tithe." The amount required for the USA Board of Pensions is referred to as an "assessment." Some have suggested that the term "tithe" should not be used for such assessments because it refers only to the 10% of personal income congregants are asked to give to their local church. Yet, looking to the biblical roots of giving it is clear that contributions were never limited to 10%, and that the concept of a tithe of the tithe is not new.

In Jewish history there were actually three tithes. The Levite tithe was given to the Levites, temple personnel who performed sacred and civic duties. The Levites in turn set aside a tithe of this first tithe (Numbers 18:20-32) for the priests. A second tithe was paid for the purpose of religious celebration (Deuteronomy 14:22-26). Then, every three years a third tithe was gathered for the welfare of widows, orphans, and aliens. (Deuteronomy 26:12-13).

Although Jesus affirms the practice of tithing, he challenges the legalistic approach taken by the Pharisees of his time, who tithed religiously but overlooked the important issues of justice, mercy and faith. Tithing is not mentioned in the earliest Christian churches, but what is evident is generosity and sharing which goes way beyond tithing.

In the way your church participates in the larger, global community of faith known as MCC, and in the way your leaders see mission beyond the internal and local needs of your church, you make a statement of

principle. There is immense value in the example that is demonstrated to the people of your congregation by those tithes and offerings which support the vital ministries of your District and the UFMCC.

What is the history of tithes/assessments to the UFMCC and Districts?

The current levels of tithes or assessments to the UFMCC, Districts and the USA Board of Pensions have been established by the actions of clergy and lay delegates of the local MCC congregations at a General Conference. It is the representatives of the local churches, not the Board of Elders or General Council, that have determined these amounts.

Early on, 10% was given, 8% of which was remitted to the Board of Elders for their work, and 2% to the Districts. Shortly thereafter, the amount was increased to 10% to the Board of Elders, and 2% to the Districts. By 1981, the churches of some Districts began to voluntarily pay 5% to the District, enabling the Districts to move toward full-time District Coordinators. The rationale was that experienced, competent full-time leadership would help to strengthen Districts. Recognizing this practice, the 1985 General Conference raised the amount to its present level.

How does funding of the UFMCC and Districts compare with that of other denominations?

Because of the history, size, theology, style of church government, socioeconomic status of constituency, and per capita income of other denominations, this often is an "apples vs oranges" comparison. You have to know and consider the differences. For instance, some large denominations that have been in existence for a long time have huge endowment assets which provide much of their income. Or, some denominations are so large they have an "economy of scale." They don't need as high a percentage from their local churches to operate. Having stated that caveat, here is some information that may be helpful.

The National Council of Churches in the USA publishes an annual Yearbook of American and Canadian Churches. It gives an overview of the various religious denominations in North America. Included are various statistical reports which include financial reports on denominational income. There is a reporting category known as "benevolences," which is defined as monies sent by a local church to agencies or entities outside of itself (for instance, denominational agencies, programs or boards.) Excluded from this reporting category are monies sent for overseas missions or pension funds. Keeping in mind that the usual amount given by an MCC is a total of 15% (although there are some MCC which may give more), the average amount in this reporting category is 17% for Canadian churches and 19% for US churches. Of the 74 US and Canadian denominations listed in the 1997 report, 51 gave as much or more than MCC, and 23 gave less than MCC.

Another interesting comparison is found in the book *Financial Meltdown in the Mainline?* by Loren B. Mead. In a breakdown of the local church dollar in the United Methodist Church (USA), he reports that in 1973 Methodists sent 21.3% to denominational agencies and programs and by 1994, that amount had dropped to 18.8%. By the way, the 1997 NCC report lists Methodist "benevolences" at 21% in 1995.

What portion of the tithes received by the UFMCC from local churches is being used to purchase the new headquarters property?

Before discussing the financial details regarding the acquisition and development of MCC's new global headquarters in West Hollywood, it is important to consider the strategic importance of this new facility. This attractive, contemporary 5-story office building and adjacent 13,500 square foot church facility of MCC

Los Angeles is situated in a prime location of an area that draws nearly 500,000 gay and lesbian visitors each year. It is also located in the heart of one of the world's primary media and entertainment industry centers, as well as the US western gateway to Latin America and the Pacific Rim. Being able to secure this property positions MCC very well for its growth and expansion into the 21st Century.

Now, to the financial details. When the General Council voted to authorize pursuing the purchase of this property, the UFMCC had zero net worth, no money to begin with. Within five minutes of the vote, the phone in our hotel meeting room rang and we learned the UFMCC had been named in a bequest that was substantial, ultimately more than $250,000. The UFMCC, along with MCC Los Angeles had to raise $1,000,000 for the down payment. The purchase price was $3,800,000. Then there were so many other costs just to be able to occupy the property. A total of $4,400,000 has been invested in these facilities. More than 2,000 people from local MCCs have made pledges and contributions to this project. Today, total indebtedness is $2,350,000. Apart from the monthly payment, which is no more than we would have been paying for rent now had we not bought the building, *none of these funds have come from the monthly tithes received from our local churches*. The UFMCC financial statements, which are reviewed and approved by the General Council and provided to the General Conference, bear this out.

In Christ,

Rev. Elder Troy D. Perry, Founder and Moderator
Rev. Elder Nancy Wilson, First Vice Moderator
Rev. Elder Don Eastman, Second Vice Moderator and Treasurer
Rev. Elder Darlene Garner, Clerk
Elder C.T. Friesen
Rev. Elder Jorge Sosa
Rev. Elder Hong Tan

NATIONAL/REGIONAL REPORTS

AFRICA

My name is Roger Olivier. I have been commissioned as spokesperson for the Africa Region. Greetings in the Name of our Lord and from all whom we represent: NIGERIA – who for reasons you know, cannot be with us here; ZIMBABWE – for whom it is not easy to be non-heterosexual; and SOUTH AFRICA – who are so blessed. Please allow me some personal indulgence. I bring you greetings from the Good Hope Metropolitan Community Church in Cape Town, which is also known as the Mother City of South Africa. Cape Town is also the non-heterosexual capital of South Africa.

For those of you who do now know much about us as African countries, let me briefly sketch you a background. Unfortunately, I'm not qualified to speak about Nigeria. I have no living experience about Zimbabwe and can only claim having shared fellowship with a delegation of GALZ (Gays and Lesbians of Zimbabwe) last year when they were invited to Cape Town by Triangle Project which is an affiliate of Good Hope Metropolitan Community Church. Triangle Project handles the HIV and AIDS ministry from care and education to safer sex teaching and the general welfare of those with HIV and AIDS. It was then that we learnt first hand of the atrocities against our brothers and sisters of Zimbabwe.

Just across the border you have South Africa, a completely different situation. By the grace of God, we are in the unique situation that we have non-heterosexual rights entrenched in our country's constitution. You can be sued for calling someone a "queen." Also, this week whilst we are here, the same-sex marriage bill is being passed in our parliament.

In our regional meeting we identified a few areas of concern for us.

1. Because of our different cultures and our First and Third world economic situations, our financial needs differ from church to church.

2. We have resolved to play a healing role in the context of the political change in our country. We believe as God's children, we can be an example to both politicians and our society.

3. We need to develop a structure for the education and care of our clergy.

4. We have resolved to set up national conferences and open communication lines because we are geographically far apart. This is to continue in the Spirit and to build our churches for the glory of God our Creator. This we would do with both Zimbabwe and the other African states.

To achieve all this and more, we undertook to collectively pool our own resources, expertise, experience, gifts, and talents. We would, therefore, work together in many ways for the communities we serve and to the glory of the God we serve.

We solicit your prayers and practical support, as you are able, for our endeavours. I urge you to especially consider our brothers and sisters in Zimbabwe not only as a subject for your prayers but also as a subject for practical support. God bless you all and thank you!

Submitted by Mr. Roger Olivier

ASIA/PACIFIC RIM

Twenty-six (26) representatives from Australia, Philippines, California, New Zealand, and Japan were present.

The representatives are saddened by the number of delegates who were unable to attend due to INS of USA policies. There are two from Beijing and two from Australia that were unable to get visas. We would like to acknowledge and applaud the Fellowship for their support of the rally and the General Council decision to hold the next Conference in a country that does not have exclusive immigration policies and the commitment to look into this situation of Conference sites for the future.

Theatre Missile Race

Delegates voiced concern about the bombing of an embassy in North Korea and the lack of media/official coverage and the lack of knowledge by general USA citizens.

New Zealand

A New Zealand representative wishes to clarify why they come under Global Outreach. They would like to start dialogue with Australia to be connected to their Australian brothers and sisters. This discussion then led onto the defining of boundaries.

Defining Boundaries

We are unaware of where our District boundaries are. Rev. Greg Smith clarified this lack of knowledge. UFMCC needs to look at the comparative size of the District in the areas of cost of airfares and cultural differences. The proposed amalgamation of New Zealand and Australia makes sense on the map but when regards are taken re: numbers of membership churches and the differing processes for Board of Ordained Ministry (BOM), Bylaws, and other administration considerations, there needs to be a lot of dialogue done. The financial consideration for BOM interviews is a concern. Australia may have to subsidize 9:1 and we do not have resources. Consider Pilot Project program funding. Starting in 2001 is unrealistic when considering these Bylaws and BOM concerns.

There is an awareness raising potential for investigation concerning the geographical, financial and cultural differences. Voiced concern that the liaison and lack of awareness disappeared when Australia and New Zealand were split and that we need to consider rejoining.

We need to make this rejoining successful and this may take time, finances, and considerable negotiation. UFMCC appears to be an America dominated church and we need to be aware that combining New Zealand and Australia may cause Australia to become a dominant culture, in line with USA. We have a desire to help through mentoring and prayer and may not be best served by combining.

Is there a mechanism to change finances, funding to assist travel? There is a focus on travel costs as it is cheaper to fly to New Zealand than intra-Australia. The concern is about the number of conferences and meetings.

We need to consider that New Zealand is asking Australia to combine and that last conference meeting it was decided that New Zealand would initiate the combining and this is what is happening now.

Philippines

The mentoring is making a change in our churches and we are enthused about the possibility of growth in the district. We would like to thank the Australians for their support, financial and equipment. There are new works

emerging in Hong Kong and further discussions need to be investigated about the impact the change in the District boundaries, etc., will benefit and impact this. There needs to be more dialogue on these changes between New Zealand and Australia.

Japan

Yesterday, today, and tomorrow there is discussion we need to do more. There are two or three small groups of gays and lesbians in Tokyo and Kyoto who want to have church. There are many types of Christian traditions and may need to look at the difficulties that this will cause and look at this further.

Australia

We are embarrassed that we do not understand your cultures and want to do more than pray and resources. We need to better understand your needs and how we can support you.

Philippines Reply

This embarrassment is felt from all the countries and the knowledge that even inside some countries there are cultural differences. Australians need to understand that Korean cultures and languages are not the same as other Asian cultures and Japanese culture and this is evident even within Australia's diverse culture. There is already an European model which is used in the Geographical Board. This model is not fully understood by the Fellowship. We also need the Geographical Board to understand the impact that the cultural differences will have on the district. Concern was voiced about using this model on the Asia/Pacific Rim. We need to look at the political as well. We do look at authority differences and we need to look at what we have in common and also our differences.

Asia

These issues are too broad. The languages differ in each region of Asia and this will cause difficulties in certain areas. Need to have UFMCC to help develop our own culture, language, translation, and to help us all understand better.

Australia

There are great differences between these regions within the district and we need to emphasize these differences to the UFMCC. It is greater than languages, cultures. The only way for the district to understand is to live it.

From the Asian/Pacific Islander Institution, Brother Pablo commented yesterday that we need to have an interview process when Australia sends a representative and we don't want to make the same mistakes. Healing has occurred but more needs to be done. It was proposed that someone from the Asia/Pacific Rim dialogue and work with these people.

It was proposed that, for the next District Conference, maybe we should get the Asian/Japanese delegates to be invited to attend and apply for funding through Pilot Programs to assist with travel. This will facilitate a cohesive district.

We need to dialogue and network with the district instead of going through Global Outreach.

The District Committee will make a commitment that we will develop a program to invite delegates from other countries and apply for funding and assistance from the Geographical Review Board. The District Treasurer stated that the Fellowship should assist us for funding, as well as the District. MCC Good Shepherd has made a commitment to pay one fare for attendance to District Conference in Melbourne 2000 and billet that person in Melbourne. MCC Melbourne will take this commitment to the Board and billet and fund them to attend District

Conference. MCC Brisbane will make a commitment to fund and billet a person to attend Conference 2000 in Melbourne. We also will fund and billet this person to share in Brisbane.

New Zealand

Any interim measure is a beginning. We do need the support from a united front. We need to recognize that Australia hasn't got it all together and we need to realize that learning is two-way and we need to realize that we are not trying to get these delegates to Australia to teach them how to do church in their countries. We need to change our mind set and realize that these countries have a lot to teach us as well. We do not want to take over and become Aust-centric.

World Wide Women's Commission

The women have got together to share information and will tie access through UFMCC online. This new commission is to replace the Women's Secretariat.

Submitted by Mr. Jan Miels

CANADA

The meeting opened in prayer offered by Ms. Anne Erskine of Belleville.

What's happening in our Country:

1. Federal Omnibus Bill and EGALE - Rev. Marcie Wexler reported a positive response by government to change the laws that need to be addressed as a result of the Supreme Court Decision. The remaining 58 legislative changes will likely be dealt with in a block, which will change the definition of spouse to include same gender relationships. The issue of gay and lesbian marriages will likely be dealt with on its own. Rev. Brent Hawkes spoke to the fact that this will be addressed in the Fall and that we can expect the religious right to be speaking out against this and we need to be prepared within our churches to address this in the media and amongst our communities. Press Releases will be made available by the Foundation for Equal Families/EGALE, with Marcie Wexler to send examples to all churches

2. Marriage Licences in Ontario - Just needs to be signed and will be forth coming in the immediate future. For the first time in its 25 year history in Canada, Metropolitan Community Churches will be licensed to perform marriages when the documents are signed this month.

3. BOM and Teaching Churches - Rev. Brent Hawkes was approved by the BOM to be a supervising pastor and MCC-T as a teaching church. This will be presented to the District Committee for ratification in September. MCC-T would like to know how many clergy candidates are forthcoming each year to allow for appropriate planning.

4. Church Planting - Brent Hawkes, Diane Fisher and Ken Pilot (West Can.) Meeting to discuss this during this conference. If there are interested persons who would like to talk about this with them then they are invited to join the group. Currently no new churches are being planted. Churches which have expressed interest in becoming affiliated with MCC will be considered in the future. The priority is to strengthen the existing congregations and then focus on church planting. The District Committee will establish a frame work that ensures success in creating new churches.

5. Pastoral Openings - Rev. Gessica Bell has been appointed as the Interim Pastor in Guelph and the rest of ECD pastoral positions are all filled. Vancouver's Interim Pastor is in his 8th year currently and the community is not looking for a new pastor actively. Vancouver has moved to a Presbyterian Church in the west end of Vancouver which is back in the gay community. Edmonton and Calgary have filled pastorates and Winnipeg searching. Commissions and Missions that have a vacancy have the district involved in filling the position. Chartered can do what they like around filling a vacancy. There is a booklet available about this process. Vacancy List is available to clergy from the head office - contact person the Rev. Justin Tanis.

6. Travel Assistance for General Conference - $184 US has been given to be divided.

Motion 1: Moved: that the money allocated by BOE to assist in travel funding for Gen Conf 1999 be placed in a fund administered by the ECD committee and that ECD Committee develop criteria for allocation of those funds for future General Conferences.

PASSED

7. Motions to be brought to the floor of General Conference:

Motion 2: Whereas we recognize that many countries of the world are held captive by debt, and whereas we recognize the biblical foundation for the forgiveness of debt every fifty years and whereas we recognize the international ecumenical movement known as the Year of Jubilee, Be it resolved that

the UFMCC lend its support and voice to the growing ecumenical movement known as the Year of the Jubilee, for forgiveness of third world debt.

PASSED

8. General Conference 2001 - Gen. Council motion regarding holding conferences in countries that inquire about HIV status raises the possibility of the next conference not being held in US. Sense is that Canada may be selected as the host country. The Fellowship takes care of the hotel arrangements and they will be looking into location to host this event. Hope that as Canadians we would work to make the quality of the conference great and that we will work together to present as many options for experiencing Canadian Culture as is possible.

9. District Conferences: Sept 17-19 in Toronto "Reaping a More Bountiful Harvest" - child care provided - Rev. Arlene Ackerman will be our key note speaker, focusing on church growth. The Rev. Colleen Darraugh will share a workshop on Music. There will several other workshops offered.
Expanded conference schedule means that conference time starts on Friday at noon - not for extended business but development and resourcing. There will be a Church Development Conference at MCC-T one and half days - clergy sharing and workshops prior to District Conference.

Western Canada has already had their District Conference in May; the next one will be in May 2000 in St. Louis.

The meeting closed in Prayer by Rev. Sid Bater.

EUROPE

The meeting opened with prayer and proceeded to introductions. The UFMCC Directory was passed around so that corrections could be made.

Pension Scheme

The District Coordinator and the European District were looking for assistance with a study into a pension fund/scheme for European Clergy. Non-US Clergy had been let down by the present fund which only covers those Clergy working in the US. Other Clergy from around the world had either to make their own arrangements or not receive benefits on retirement.

The US scheme:

1. required a contribution of 75 cents per member,
2. plus a monthly contribution of around $10 from the Clergy, and
3. benefits received on retirement were not based on the size of the congregation but the length of time in the scheme.

The meeting was advised that General Council has asked for Districts to report in October 1999 on progress toward the establishment of pension funds/schemes in the non-US Districts.

The District Coordinator was looking for active input, perhaps from those that had knowledge of pension schemes or knew people who had an understanding of pensions in each country in the District.

On related issues, the meeting discussed:

1. Insurance (public liability, buildings, personal liability, etc.)
2. Company limited by guarantee (CLG) status for churches
3. Judiciary liability
4. District incorporation as a CLG

Australian Motion

The District Coordinator advised those present that General Council has had long and intense debate about the entry restrictions placed on those with HIV and AIDS. Support was voiced for others who also had difficulty entering the US (e.g., Mexican and Black South African delegates).

It was agreed that the motion put forward by the Australian delegation would be supported.

General Conference in the European District

In light of both the discussions in General Council and the Australian motion, there was now a real possibility that General Conference in 2003 could be held in Europe.

Jane Clarke had previously been tasked with identifying appropriate locations and facilities. Jane reported that if the Conference were held in London, this would most likely result in a split in both the location of accommodation (i.e., across three or more sites) and in the venues for conference activities. It was agreed that venues in other major towns and cities be looked at (perhaps Bournemouth, Birmingham, or Manchester).

It was also agreed that a group be established to look at this issue and come up with options for venues, etc., in both the UK and Mainland Europe.

One issue to be addressed was timing. Often MCC congregants from the UK and Europe could not attend due to the timing of General Conference. Many who were teachers or had children could not secure annual leave or take their children out of school so close to the end of term. If Conference was held a little late (perhaps late July or early August) more UK and European delegates and registrants would be free to attend.

Immigration

Paul Whiting raised the issue of comprehensive guidance being available for those clergy thinking of working in the US. He had found that his residency visa had been withdrawn when he left the US to visit the UK. At first, his request to have it reinstated had been declined by an immigration official. A second, later attempt to enter the US was successful because another immigration official noticed that he was a religious worker and was sympathetic.

It was possible that there was no longer sponsorship of this nature at Fellowship level due to risk management – the Fellowship would be held responsible if a member of the clergy misused or abused the visas obtained on their behalf by the Fellowship, hence the move to local sponsorship and responsibility of non-US clergy working in the US.

It also appeared that the UK was not listed as part of the Green Card scheme. Gez Hughes reported that the list is reviewed annually and that it was necessary to check several years in advance if the UK was likely to be included. It was also possible that a quota system was operated and that once the ceiling had been reached no further applications from UK citizens would be granted Green Cards. The meeting was told that Judy Dahl was doing something in this area.

It was agreed that the District would look at:

1. the position regarding European countries (i.e., what restrictions were placed on non-EU citizens entering the Union seeking employment) and
2. drawing up guidance for those thinking of working in overseas MCC churches.

Translations

The meeting agreed that the General Council should be encouraged to make this issue a priority. It was agreed that the attitude towards translation should not be allowed to become tokenism.

It was appreciated that this could be an expensive area but without real progress:

3. worship services would continue to be very American, and
4. lack in cultural input and diversity.

It was accepted that computer programmes were not effective.

It was agreed that the District, and by extension the General Council, should explore:

- using in-church resources and people
- using non-US language sources
- use of language schools (where students learning English could be used to translate at lower cost)
- seek additional funding
- prepare and host a District serve at future General Conferences
- teaching the US to listen better to our concerns on this issue

For its own part, it was agreed that the District should establish a task force to look at the issue within the District. This should lead to the District offering resources, music and songs and taped music to other Districts.

Good News

- Paul Whiting told the meeting that he had been writing a book and that a draft was available from the marketplace.
- Stephen Harte told the meeting that Holy Trinity was about to submit its first commissioning application. He asked for prayers for its success.
- Troy Perry had agreed to hear a motion from COL regarding the arrangements for its meeting earlier in the week. Gez reported that several people (with HIV and AIDS) had fallen ill due to not being able to get food and take medication on time. The meeting agreed that the arrangements were unsatisfactory and were encouraged to support the COL motion.
- Jane Clarke reported that MCC in East London would be starting a campaign on INS entry policies. She advocated that the District undertake a letter writing campaign, targeting both the INS direct but also the local US Embassies.

The meeting closed in prayer.

Submitted by Mr. Bob Fielding

LATIN AMERICA/MEXICO/CARIBBEAN

En vez de hablar de sueños y expectativas preferimos hablar de realidades.
We prefer to talk about realities instead of dreams and expectations.

La pregunta que se planteo fue: Cuales son **las fortalezas** que tenemos en América Latina y coincidimos en considerar que:
The question was: Which are the strengths we already have at Latin America? We all consider that:

- La diversidad, nuestras diferencias, son una fuerza que nos une para entendernos mejor mutuamente.
+ Diversity, our differences, is our main strength uniting us in a better understanding of each other.

- Los recursos humanos, hay fuerza en la gente para transformar la realidad, estamos deseosos de ver cambios y de crear espacios.
+ Human Resources. There is courage in our people able to transform reality, we really want to see changes and to build new places to share.

- La visibilidad, puede ser positiva y negativa, los medios se interesan, puede ser un problema porque pueden limitar o atacar instituciones de tipo amarillista, debemos ser selectivos para saber a quien se da información. La pertenencia.
+ Visibility, which can be positive or negative to us. Media are already interested on us and that could be a problem if they invite scandal makers to limit or to attack us. We must take care on who to talk with and share information. Ownership.

- La libertad de culto y de adoración, que se basa en el respeto a las diferentes tradiciones.
+ Worshiping and celebrating freedom based on respecting the different traditions.

- Los mismos ataques por parte de otras Iglesia, dan fortaleza de unidad a los gays latinos.
+ Aggressions coming from different churches make for a stronger unity between gay latin@s.

- Se dan dos partes de la comunidad, una informada y preparada que quiere política y discusión. Y la otra es desinformada que solamente quiere un espacio suyo sin pensar en crecimiento alguno.
+ We used to have two different populations in our communities. One informed and prepared demanding for discussion and politics. Another one uninformed demanding a place for their own without any kind of growing expectations.

- La juventud es nuestra fortaleza el promedio de edad de nuestra feligresía gira entorno a los 24 años.
+ Youth is our strength. Age average in our communities is 24.

- Redescubrir y valorar nuestras diferentes culturas, y unirnos con nuestras similitudes como homosexuales y lesbianas que creemos en Dios.
+ Rediscovering and evaluating our different cultures, and getting united through our similarities as lesbian and homosexual believers.

- El redescubrimiento nos permite formar nuestra identidad como iglesia, a partir de algo central y común: el servicio dominical.
+ *Rediscovering allows us to build our own identity as a church based in a central and common activity: Sunday Worship Service.*

- No es solo una identidad: nacional, sexual y religiosa, los problemas de los católicos y protestantes se traducen en la necesidad de un mestizaje en el culto y en la justicia social.
+ *It is not just one identity: national, sexual and religious. Problems between catholic and protestant backgrounds demand some kind of mixing bloods in our Celebrating and our Social Justice actions.*

Dificultades a superar:
Difficulties to be solved:
- La poca participación de las mujeres
+ *Women's low level of participations.*

- Desarrollar un ecumenismo claro y respetuoso que nos permita superar el dilema entre ser católicos o protestantes.
+ *Developing a clear and respectful ecumenism helping us to go beyond the being Catholics or Protestants dilemma.*

- La conciencia y convivencia de las diferencias nos llevan a buscar lo que hay de común y nos une.
+ *Being conscientious and sharing from our differences makes us search for the common things and unite us.*

- Hace falta escribir y recopilar las historias de las iglesias locales y de la Fraternidad en su conjunto.
+ *Write down and put together the history of each local church and the Fellowship one is needed.*

Hace falta fortalecernos mediante el ministerio de la música, debemos tener una preparación a nivel de cantos populares. Seria también conveniente revisar el himnario mas reciente de la iglesia luterana, para adoptar lo que sea de utilidad adaptándolo y revisando la teología implícita en los himnos.
+ *We need to be stronger through the Ministry on Music. We must get prepared on our popular songs. It could also be good for us to review the latest Lutheran Hymnal in order to adopt what is useful according to out theology and the theology of those songs.*

Es necesario compartir nuestros materiales material litúrgicos y espirituales en general, así como las traducciones al español.
+ *We need to share our liturgical and spiritual resources as web as the Spanish translations.*

Promover la participación de la mujer en las posiciones más visibles de nuestras iglesias, así como fortalecer experiencias especificas para el fortalecimiento de las parejas.
+ *We need to involve women in the most visible church positions as well as promote specific experiences to get stronger couples them selves.*

El gran Reto:
The Great Challenge:
Ser inclusivos y respetuosos en nuestros ministerios.
Being inclusive and respectful in all our ministries.

Por/*By* Rev. David Limon

UNITED STATES AND PUERTO RICO

The meeting was opened with prayer offered by Mr. Edmund Galvez, Lay Delegate from MCC of the Coachella Valley, Palm Springs, CA (USA).

Report of the Board of Pensions

Motion 1: Move to approve the Report of the Board of Pensions (USA).

PASSED

The Defense of Marriage Act

Motion 2: Let it be resolved that the US delegation of the UFMCC General Conference XIX and World Jubilee 1999 meeting in Los Angeles, California, oppose unequivocally The Defense of Marriage Act (DOMA) being proposed as a California Ballot Initiative in March 2000 or in any other state or other jurisdiction, past, present, or future.

PASSED

The Death with Dignity Act

Motion 3: Let it be resolved that the US delegation of the UFMCC General Conference XIX and World Jubilee 1999 meeting in Los Angeles, California, support The Death with Dignity Act (AB-1592) being proposed in the California legislature.

DEFEATED

Resolution on Puerto Rican Political Prisoners

Motion 4: Move that, whereas Jesus has called us to care for those in prison; whereas the evangelical mandate ordains us to be agents of reconciliation, peace, pardon and justice; whereas our Universal Fellowship of Metropolitan Community Churches has faithfully carried out this mandate; whereas the United States has consistently denied the Puerto Rican people the right of self-determination according to established United Nations decolonization procedures; whereas in the United States prisons today fifteen Puerto Rican women and men, political prisoners, are serving the equivalent of life sentences for their activities in favor of independence and self-determination of Puerto Rico; whereas their sentences are disproportionately lengthy compared to sentences given to people who have committed heinous anti-social acts: therefore, General Conference XIX of the UFMCC resolves to:

1. Ask the Honorable William Jefferson Clinton, President of the United States, to grant unconditional and immediate amnesty to the fifteen Puerto Rican political prisoners;
2. Urge the Department of Justice of the United States and its Bureau of Prisons to respect the full human rights and dignity of these men and women; and
3. Send a copy of this resolution to the press.

PASSED

Resolution on the Island of Vieques, Puerto Rico

Motion 5: Move that, whereas the UFMCC has a commitment to work for human rights, justice and civil rights; whereas the occupation and control of the United States Navy and Marines of over 70% of the land and sea of the Island of Vieques prevents the economic development of its people; whereas the shooting and bombing targets from ship-to-shore and air-to-ground by the Navy and Marines cause serious dangers to the environment and to the lives of their inhabitants; whereas two months ago one of these bombs killed a Puerto Rican worker and others are on high risk;

whereas all the people of Puerto Rico have called for an immediate cessation of shooting and bombing and the return of the territory under the United States Navy and Marines to the people of Vieques; then be it resolved that the Universal Fellowship of Metropolitan Community Churches ask the President of the United States, William J. Clinton, to instruct the Department of Defense:

1. To cease all the military exercises and operations on the island of Vieques;
2. To withdraw from the island of Vieques all the Navy and Marine personnel;
3. To compensate residents of Vieques where damage has been done to their properties, or where deprivation of means of livelihood has or does occur, and to repair physical damages done to ecology or communities during years of military use.

PASSED

Following conclusion of the business portion of the meeting, Rev. Elder Troy D. Perry introduced the plenary speaker, Ms. Donna Red Wing of the Human Rights Campaign.

Submitted by Rev. Donald Pederson

CHURCH TITHE SUMMARIES as of 7/15/99

AUSTRALIAN DISTRICT

CHURCH		ANNUAL UFMCC TITHES 1998	1997	comments
MCC ADELAIDE	ADELAIDE, SOUTH AUSTRALIA	1,200	855	
MCC BRISBANE	BRISBANE, QUEENSLAND	1,289	1,361	
MCC MELBOURNE	MELBOURNE, VICTORIA	2,748	2,256	
MCC OF THE GOOD SHEPHERD	SYDNEY, NEW SOUTH WALES	2,644	2,036	
MCC SYDNEY	SYDNEY, NEW SOUTH WALES	6,153	4,891	
MCC ROCKHAMPTON	ROCKHAMPTON, QUEENSLAND	111	108	
MCC OF PERTH	PERTH, WEST AUSTRALIA	630	732	
MCC WOLLONGONG	SYDNEY, NEW SOUTH WALES	0	137	OPEN 1996,CLOSED 1997 - NO FORMS FILED
		14,775	12,376	

EASTERN CANADIAN DISTRICT

CHURCH		ANNUAL UFMCC TITHES 1998	1997	comments
CHRISTOS MCC	TORONTO, ONTARIO	6,224	6,397	
FREE SPIRIT COMM CHURCH	KITCHENER, ONTARIO	167	0	STARTED 1998
FREE TO BE MCC	BELLEVILLE, ONTARIO	2,426	1,684	
HOLY FELLOWSHIP MCC	LONDON, ONTARIO	1,316	1,084	
MCC OTTOWA	OTTAWA, ONTARIO	0	270	CLOSED 1997
MCC TORONTO	TORONTO, ONTARIO	29,158	21,903	
MCC WINDSOR	WINDSOR, ONTARIO	1,189	1,219	
NEW HOPE MCC	FREDERICTON, NEW BRUNSWICK	0	146	CLOSED 1997
SAFE HARBOR	HALIFAX, NOVA SCOTIA	1,302	1,280	
SIMCOE COUNTY MCC	BARRIE, ONTARIO	748	894	
THE RAINBOW MCC OF GUELPH	GUELPH, ONTARIO	647	1,094	
		43,177	35,971	

EUROPEAN DISTRICT

CHURCH		ANNUAL UFMCC TITHES 1998	1997	comments
BOURNEMOUTH MCC	BOURNEMOUTH, UK	1,255 Pounds	969 Pounds	
EGLISE OECUMENIQUE CCL MCC	PARIS. FRANCE	886 Ff	0	MISSING ALL FORMS FOR 97
HOLY TRINITY MCC	EDINBURGH, SCOTLAND	287 Pounds	45 Pounds	MISSING 4/97-12/97,1/98,2/98
LIVING SPRING MCC	BATH, UK	335 Pounds	94 Pounds	MISING 6/97-12/97
MARKENS LILJER MCC	KOBENHAVN, DENMARK	3,019 DM	251 DM	MISSING ALL OF 1997 & Nov-Dec, 98
MCC BRIXTON	LONDON, UK	398 Pounds	167 Pounds	MISSING 1/97,2/97,3/97,4/97,5/97,8/97,9/97
MCC HAMBURG/BASISGEMEINDE	HAMBURG, GERMANY	4,430 DM	3,178 DM	
MCC IN EAST LONDON	LONDON, UK	216 Pounds	602 Pounds	
MCC IN WEST MIDLANDS	BIRMINGHAM, UK	286 Pounds	302 Pounds	
MCC KOLN	COLOGNE, GERMANY	676 DM	421 DM	
MCC LONDON	LONDON, UK	174 Pounds	1,296 Pounds	CLOSED 3/29/98
MCC MANCHESTER	MANCHESTER, UK	871 Pounds	436 Pounds	MISSING AUG-SEP,1997
MCC NEWCASTLE	NEWCASTLE, UK	294 Pounds	186 Pounds	CLOSED 1998
MCC NORTH LONDON	LONDON, UK	1,817 Pounds	156 Pounds	
MCC NOTTINGHAM	NOTTINGHAM, UK	141 Pounds	88 Pounds	
MCC PORTSMOUTH	PORTSMOUTH, UK	146 Pounds	0	STARTED IN 1998
PAX CHRISTI SOUTHAMPTON	SOUTHAMPTON, UK	88 Pounds	177 Pounds	MISSING 7/97-12/97 AND JULY-DEC 98
THE CREATORS VINE MCC	OXFORD, UK	61 Pounds	60 Pounds	MISSING 1/97,2/97,3/97,6/97,7/97,11/97,12/97
WHOSOEVER MCC	BIRIGHTON, UK	58 Pounds	238 Pounds	CLOSED 9/16/98

	GULF LOWER ATLANTIC DISTRICT				
			ANNUAL UFMCC TITHES		comments
	CHURCH		1998	1997	
	ALL SAINTS MCC	ATLANTA, GA	6,074.00	5,140.00	
	CHRIST COVENANT MCC	DECATUR, GA	9,334.00	10,420.00	
	CORNERSTONE MCC	MOBILE, AL	3,552.00	3,551.00	
	COVENANT MCC	BIRMINGHAM, AL	8,462.00	8,904.00	
	DISCIPLES OF THE TRINITY MCC	SAVANNAH, GA	20.00	2,071.00	BACK TITHE AGREEMENT
	EMMAUS MCC	FAYETTEVILLE, NC	628.00	0.00	STARTED 9/13/98
	FAMILY OF GOD MCC	COLUMBUS, GA	719.00	700.00	MISSING 5/97
	FIRST MCC OF ATLANTA	ATLANTA, GA	20,893.00	16,238.00	
	GLAD RURAL OUTRFACH MCC	KNOXVILLE, TN	0.00	15.00	CLOSED 3/97
	GRACE FELLOWSHIP MCC	HENDERSONVILLE, NC	3,078.00	2,264.00	
	IMANI MCC OF DURHAM	DURHAM, NC	4,113.00	497.00	MISSING 9/98
	LIVING WATERS MCC	TUSCALOOSA, AL	924.00	585.00	
	MCC ASHEVILLE	ASHEVILLE, NC	2,545.00	3,076.00	
	MCC AUGUSTA	AUGUSTA, GA	1,940.00	1,748.00	
	MCC CHARLESTON	CHARLESTON, SC	11,587.00	11,182.00	
	MCC CHARLOTTE	CHARLOTTE, NC	6,494.00	11,004.00	MISSING 4/98,5/98,6/98,11/98,12/98
	MCC CHATTANOOGA	CHATTANOOGA, TN	3,283.00	1,591.00	
	MCC COLUMBIA	COLUMBIA, SC	4,448.00	3,916.00	
	MCC FLORENCE	FLORENCE, SC	145.00	43.00	CLOSED 9/98
	MCC GADSDEN	GADSDEN, AL	659.00	485.00	
	MCC GREENVILLE	GREENVILLE, SC	6,363.00	5,039.00	
	MCC HICKORY	HICKORY, NC	2,957.00	3,211.00	MISSING 8/97,10/97,12/98
	MCC HUNTSVILLE	HUNTSVILLE, AL	4,630.00	5,295.00	
	MCC KNOXVILLE	KNOXILLE, TN	5,955.00	5,780.00	
	MCC MYRTLE BEACH	MYRTLE BEACH, SC	357.00	253.00	MISSING JAN-MAY, 97 & AUG-DEC, 98
	MCC NASHVILLE	NASHVILLE, TN	1,733.00	2,223.00	
	MCC OF THE GULF COAST	GULFPORT, MS	0.00	142.00	CLOSED 12/31/97
	MCC OF THE HIGH COUNTRY	BOONE, NC	358.00	278.00	MISSING 8/97
	MCC OF THE RAINBOW	JACKSON, MS	336.00	1,415.00	MISSING APR-DEC, 98
	MCC OF THE TRINITY	JOHNSON CITY, TN	1,336.00	1,252.00	
	MCC SAFE HARBOR	MEMPHIS, TN	2,255.00	2,528.00	MISSING 9/98
	MCC WINSTON-SALEM	WINSTON-SALEM NC	3,388.00	4,125.00	
	NEW HOPE MCC	MONTGOMERY, AL	1,805.00	1,664.00	
	NEW LIFE MCC	CHARLOTTE, NC	2,740.00	2,935.00	
	ST BARNABAS MCC	MACON, GA	778.00	778.00	
	ST. FRANCIS MCC	VALDOSTA, GA	1,289.00	273.00	MISSING 10/98
	ST. JOHNS MCC	RALEIGH, NC	14,612.00	14,775.00	
	ST JUDES MCC	WILMINGTON, NC	5,172.00	3,657.00	
	ST MARYS MCC	GREENSBORO, NC	5,478.00	5,441.00	
			150,440.00	**144,494.00**	

GREAT LAKES DISTRICT

CHURCH	CITY, STATE	ANNUAL UFMCC TITHES 1998	ANNUAL UFMCC TITHES 1997	comments
ANGELS OF HOPE MCC	GREEN BAY, WI	3,340.00	2,800.00	
DIVINE PEACE MCC	HAZEL PARK, MI	2,331.00	1,791.00	
FAITH ETERNAL MCC	SPRINGFIELD, IL	5,314.00	4,704.00	
GOOD SAMARITAN PARISH MCC	TOLEDO, OH	3,654.00	3,131.00	
GOOD SHEPHERD MCC	CHICAGO, IL	6,038.00	5,166.00	
GOSPEL OF JESUS CHRIST MCC	SAGINAW, MI	241.00	0.00	STARTED 6/98
HOLY COVENANT MCC	HINSDALE, IL	8,627.00	8,908.00	
JESUS MCC	INDIANAPOLIS, IL	8,995.00	5,184.00	
JOY OF LIFE MCC	WAUKEGAN, IL	1,830.00	1,770.00	
LEXINGTON'S MCC	LEXINGTON, KY	2,989.00	2,923.00	
LIGHTHOUSE OF HOPE MCC	SPRING LAKE, MI	0.00	290.00	CLOSED 12/31/97, MISSING 9/97
MCC DAYTON PARISH	DAYTON, OH	5,909.00	6,527.00	
MCC DETROIT	DETROIT, MI	7,132.00	6,381.00	
MCC ELIZABETHTOWN	ELIZABETHTOWN, KY	1,524.00	1,315.00	
MCC LOUISVILLE	LOUISVILLE, KY	9,696.00	10,653.00	
MCC PADUCAH	PADUCAH, KY	1,345.00	1,075.00	
MCC OF SOUTHERN KENTUCKY	BOWLING GREEN, KY	0.00	54.00	WAS NEVER NAMED AS NEW WORK, NOTHING DUE
MCC OF THE INCARNATION	OAK PARK, IL	4,895.00	5,600.00	
MILWAUKEE MCC	MILWAUKEE, WI	1,734.00	1,411.00	
NEW CREATION MCC	COLUBUS, OH	5,040.00	4,281.00	
NEW SPIRIT MCC	CINCINNATI, OH	8,664.00	7,869.00	
RECONCILIATION MCC	GRAND RAPIDS, MI	5,895.00	5,281.00	
REDEEMER MCC OF FLINT	FLINT, MI	2,120.00	2,001.00	
RESURRECTION MCC	CHICAGO, IL	3,040.00	4,868.00	
SIGN OF THE COVENANT MCC	BATTLE CREEK, IL	343.00	0.00	STARTED 6/98
TREE OF LIFE MCC	YPSILANTI, MI	1,637.00	1,847.00	
		102,333.00	**95,830.00**	

GLOBAL OUTREACH

CHURCH		ANNUAL UFMCC TITHES 1998	ANNUAL UFMCC TITHES 1997	comments
MCC IN AUCKLAND	AUCKLAND, NEW ZEALAND			
ALL SAINTS MCC	CHRISTCHURCH, NEW ZEALAND	355	281	
MCC WAIKATO	WAIKATO, NEW ZEALAND	0	162	
ICM BUENOS AIRES	BUENOS AIRES, ARGENTINA			
ICM MONTEREY	MONTERREY, MEXICO			
ICM RECONICIACION	DISTRITO FEDERAL, MEXICO			
ICM RENOVACION	CUERNEVACA, MEXICO			
ICM SANTA CRUZ	GUADALAJARA, MEXICO			
MCC IN NIGERIA	20 CHURCHES IN NIGERIA			
ICM CRISTO SANADOR	SAN JUAN, PUERTO RICO			
MCC MANILLA	MANILLA, PHILLIPINES			
THE REFORMING CHURCH IN MCC	PRETORIA, SOUTH AFRICA			DISAFFILIATED IN 98
HOPE & UNITY MCC	JOHANNASBURG, SOUTH AFRICA			
HOPE & UNITY MCC	DURBAN, SOUTH AFRICA			
HOPE & UNITY MCC	SOWETO, SOUTH AFRICA			
GOOD HOPE MCC	CAPETOWN, SOUTH AFRICA			
GRACE MCC	DURBAN, SOUTH AFRICA			
BLOEMFONTEIN MCC	BLOEMFONTEIN, SOUTH AFRICA			
DEO GLORIA MCC	JOHANNASBURG, SOUTH AFRICA			
DEO GLORIA MCC	PRETORIA, SOUTH AFRICA			
		355	443	

No tithes reported to the denomination

MID-ATLANTIC DISTRICT

CHURCH	CITY, STATE	ANNUAL UFMCC TITHES 1998	1997	comments
APPALACHIAN MCC	CHARLESTON, WV	2,450.00	2,388.00	
CHRIST THE LIBERATOR MCC	NEW BRUNSWICK, NJ	2,341.00	2,374.00	
MCC BALTIMORE	BALTIMORE, MD	9,794.00	9,171.00	
MCC CHARLOTTESVILLE	CHARLOTTESVILLE, VA	1,736.00	2,075.00	
MCC OF NORTHERN VIRGINIA	FALLS CHURCH, VA	5,901.00	6,633.00	TITHE AGREEMENT IN PLACE
MCC OF THE BLUE RIDGE	ROANOKE, VA	2,138.00	1,285.00	
MCC OF THE CHESAPEAKE	SHADYSIDE, MD	1,111.00	0.00	OPENED 1998
MCC OF THE LEHIGH VALLEY	ALLENTOWN, PA	2,939.00	2,865.00	MISSING 12/98
MCC OF THE SPIRIT	HARRISBURG, PA	8,171.00	7,107.00	
MCC PHILADELPHIA	PHILADELPHIA, PA	2,817.00	1,335.00	TITHE AGREEMENT IN PLACE
MCC PITTSBURG	PITTSBURG, PA	5,165.00	5,504.00	
MCC REHOBOTH BEACH	REHOBOTH BEACH, DE	2,268.00	1,494.00	
MCC RICHMOND	RICHMOND, VA	17,160.00	13,879.00	
MCC WASHINGTON	WASHINGTON DC	35,917.00	36,645.00	
NEW LIFE MCC	NORFOLK, VA	8,502.00	9,417.00	MISSING 10/98 &12/98 & 10/97
NEW LIGHT MCC	HAGERSTOWN, MD	3,862.00	3,050.00	
OPEN DOOR MCC	BOYDS, MD	8,698.00	9,614.00	
VISION OF HOPE MCC	MOUNTVILLE, PA	5,514.00	5,202.00	
		126,484.00	**120,038.00**	

MOUNTAINS & PLAINS DISTRICT

CHURCH	CITY, STATE	ANNUAL UFMCC TITHES 1998	1997	COMMENTS
ALL GOD'S CHILDREN MCC	MINNEAPOLIS, MN	12,878.00	13,928.00	
CHRIST ALIVE MCC	VANCOUVER, BC	888.00	1,146.00	Canadian Dollar
CHURCH OF THE HOLY SPIRIT MCC	DES MOINES, IA	2,803.00	2,643.00	
FIRST MCC OF KANSAS	WICHITA, KS	1,890.00	6,862.00	MISSING AUG-DEC, 97, JAN-JUN, 98 & OCT-DEC, 98
GENTLE SOULS MCC	KANSAS CITY, MO	2,941.00	2,879.00	
MCC EDMONTON	EDMONTON, ALBERTA	1,409.45	1,650.00	Canadian Dollar
MCC FAMILY IN CHRIST	FT COLLINS, CO	2,367.00	2,865.00	
MCC JOHNSON COUNTY	SHAWNEE, KS	2,516.00	3,024.00	
MCC LIGHT OF THE PLAINS	CHEYENNE, WY	511.00	0.00	STARTED 4/98
MCC OF BOULDER COUNTY	BOULDER, CO	857.00	945.00	
MCC OF GREATER ST. LOUIS	ST LOUIS, MO	12,726.00	9,463.00	
MCC OF LIVING FAITH	ST LOUIS, MO	3,677.00	3,761.00	
MCC OF SOUTHEAST MISSOURI	CAPE GIRARDEAU, MO	807.00	971.00	
MCC OF THE BLACK HILLS	RAPID CITY, SD	2,454.00	1,249.00	
MCC OF THE QUAD CITIES	DAVENPORT, IA	3,812.00	2,706.00	
MCC OF THE ROCKIES	DENVER, CO	23,836.00	17,742.00	
MCC OMAHA	OMAHA, NE	6,909.00	6,955.00	
MCC PUEBLO	PUEBLO, CO	1,329.00	2,634.00	MISSING OCT-DEC, 98
MCC SHEPHERD OF THE PLAINS	GT FALLS,MT	2,713.00	2,994.00	
MCC TOPEKA MCC	TOPEKA, KS	5,287.00	5,777.00	
MCC WINNIPEG	WINNEPEG, MB	0.00	276.00	CLOSED 1997 - Canadian $
PIKES PEAK MCC	COLORADO SPRINGS, CO	8,563.00	7,265.00	
SPIRIT OF HOPE MCC	KANSAS CITY, MO	10,102.00	11,102.00	
SPIRIT OF THE VALLEY MCC	BILLINGS, MT	159.00	50.00	CLOSED 12/31/98
ST FRANCIS & ST CLARE MCC	SIOUX FALLS, SD	1,642.00	1,417.00	
VICTORY ARROW MCC	SPRINGFIELD, MO	952.00	3,069.00	CLOSED APRIL, 1998
		114,028.45	**113,373.00**	

NORTHEAST DISTRICT

CHURCH	CITY, STATE	ANNUAL UFMCC TITHES 1998	1997	comments
CIRCLE OF HOPE MCC	PORTLAND, ME	1,169.00	668.00	
ICM CRISTO REY	NEW YORK, NY	460.00	346.00	MISSING 12/98
MCC BOSTON	BOSTON, MA	2,843.00	2,623.00	
MCC HARTFORD	HARTFORD, CT	1,402.00	2,649.00	
MCC NEW HAVEN	NEW HAVEN, CT	12,453.00	11,116.00	
MCC NEW YORK	NEW YORK, NY	20,581.00	20,266.00	
MCC OF THE HUDSON VALLEY	ALBANY, NY	1,844.00	1,960.00	
MORNING STAR MCC	CHERRY VALLEY, MA	3,114.00	6,644.00	MISSING 11/98, 12/98 - OWE FOR 96
NORTHERN LIGHTS MCC	AUGUSTA,ME	1,468.00	1,725.00	
OPEN ARMS MCC	ROCHESTER, NY	6,215.00	5,156.00	
		51,549.00	**53,153.00**	

NORTHWEST DISTRICT

CHURCH	CITY, STATE	ANNUAL UFMCC TITHES 1998	1997	comments
ALOHA MCC	HONOLULU, HI	151	0	OPENED 9/98
BREAD OF LIFE MCC	EUGENE, OR	765.00	1,702.00	MISSING AUG-NOV, 98
EMMANUEL MCC	SPOKANE, WA	2,045.00	2,405.00	
ETERNAL LIGHT MCC	LACEY, WA	621.00	827.00	MISSING 3/97, SEP-DEC, 97 & NOV, DEC 98
GLORY TO GOD MCC	OGDEN, UT	646.00	715.00	MISSING 1/97, APR-AUG, 97, MAR-OCT 98
GOLDEN GATE MCC	SAN FRANCISCO, CA	4,252.00	1,703.00	OWES ALL 97-98 MONTHS - $6854.40
HOPE OF CHRIST MCC	BREMERTON, WA	0.00	200.00	CLOSED 8/11/97
KE ANUENUE O KE ALOHA MCC	HONOLULU, HI	0.00	0.00	CLOSED 8/97
LAMB OF GOD MCC	ANCHORAGE, AK	1,113.00	1,490.00	
LAVENDER ROAD MCC	SANTA CRUZ, CA	1,726.00	2,096.00	MISSING 11/98 & 12/98
MCC BRIDGERLAND	LOGAN, UT	411.00	533.00	MISSING 12/98
MCC OF GREATER HAYWARD	SAN LORENZO, CA	1,638.00	1,659.00	
MCC OF THE GENTLE SHEPHERD	VANCOUVER, WA	2,648.00	2,493.00	MISSING 6/97
MCC OF THE NEW VISION	WALNUT CREEK, CA	363.00	486.00	
MCC OF THE REDWOOD EMPIRE	GUERNEVILLE,CA	1,638.00	2,258.00	
MCC OF THE SIERRAS	RENO, NV	4,165.00	2,940.00	
MCC PORTLAND	PORTLAND, OR	11,851.00	5,466.00	
MCC SAN FRANCISCO	SAN FRANCISCO, CA	26,951.00	22,916.00	
MCC SAN JOSE	SAN JOSE, CA	8,591.00	7,789.00	
MCC SEATTLE	SEATTLE, WA	10,503.00	9,907.00	
NEW HEART MCC	TACOMA, WA	3,483.00	3,586.00	
NEW HOPE MCC	SANTA ROSA, CA	4,475.00	4,365.00	
NEW LIFE MCC	BERKELEY, CA	297.00	839.00	MISSING APR-DEC 98
OPEN ARMS MCC	MEDFORD, OR	208.00	0.00	OPENED 3/98
RAINBOW CATHEDRAL MCC	YAKIMA. WA	1,266.00	295.00	STARTED 8/97
RIVER CITY MCC CATHEDRAL OF PRO	SACRAMENTO, CA	14,972.00	14,335.00	
RIVER OF LIFE MCC	PASCO, WA	1,967.00	2,367.00	
SACRED LIGHT OF CHRIST MCC	SALT LAKE CITY, UT	1,730.00	2,234.00	BACK TITHE AGREEMENT
SISTERSPIRIT MCC	PORTLAND, OR	900.00	1,358.00	MISSING 11/98 & 12/98
SONG OF MESSIAH MCC	BELLINGHAM, WA	0.00	0.00	CLOSED 7/2/97, NO REPORTS FILED IN 1997
SWEET SPIRIT MCC	SALEM, OR	1,088.00	899.00	
TREASURE VALLEY MCC	BOISE, ID	780.00	1,132.00	MISSING SEP-DEC, 98
		111,244.00	**98,995.00**	

SOUTH CENTRAL DISTRICT

CHURCH	CITY, STATE	ANNUAL UFMCC TITHES 1998	ANNUAL UFMCC TITHES 1997	comments
AGAPE MCC	FT WORTH, TX	13,728.00	10,347.00	
CATHEDRAL OF HOPE MCC	DALLAS, TX	21,000.00	46,042.00	TITHE AGREEMENT IN PLACE
CENTRAL TEXAS MCC OF THE HEART	WACO, TX	3,470.00	2,731.00	
EGLISE DU SPIRIT MCC	LAFAYETTE, LA	0.00	621.00	CLOSED 7/1/97
EXODUS MCC OF ABILENE	ABILENE, TX	2,103.00	1,885.00	
FAMILY OF FAITH MCC	TULSA, OK	1,958.00	1,925.00	CLSD 11/98 MERGED MCC UNITED
GREAT PLAINS MCC	LAWTON, OK	1,150.00	1,222.00	
HARVEST MCC	DENTON, TX	15,277.00	14,070.00	
JOIE DE VIVRE MCC	BATON ROUGE, LA	8,624.00	7,431.00	
LIGHTHOUSE MCC	OKLAHOMA CITY, OK	577.00	3,587.00	CLOSED DON'T KNOW DATE
MARANATHA MCC	HOUSTON, TX	16,386.00	15,430.00	
MCC AMARILLO	AMARILLO, TX	3,100.00	3,636.00	
MCC AUSTIN	AUSTIN, TX	13,248.00	18,756.00	PAID HALF OF NOV, DEC, 98
MCC CORPUS CHRISTI	CORPUS CHRISTI, TX	7,848.00	8,295.00	
MCC EL PASO	EL PASO, TX	1,579.00	1,637.00	MISSING 1/97
MCC LONGVIEW	LONGVIEW, TX	631.00	1,505.00	MISSING 3/97 & OCT-DEC, 98
MCC LUBBOCK	LUBBOCK, TX	9,295.00	8,477.00	
MCC OF GREATER TULSA	TULSA, OK	2,256.00	3,009.00	CLSD 11/98 MERGED MCC UNITED
MCC OF THE LIVING SPRING	EUREKA SPRINGS, AR	337.00	482.00	
MCC OF THE RESURRECTION	HOUSTON, TX	54,582.00	52,236.00	
MCC OF THE ROCK	LITTLE ROCK, AR	1,701.00	1,674.00	
MCC SAN ANTONIO	SAN ANTONIO, TX	7,341.00	6,568.00	
MCC UNITED	TULSA, OK	287.00	0.00	START 12/98-MERGER
SPIRIT OF PEACE MCC	FAYETTEVILLE, AR	1,870.00	1,892.00	OPEN 3/1/97
SPIRIT SONG MCC	LITTLE ROCK, AR	3,008.00	3,204.00	
TRINITY MCC	ARLINGTON, TX	521.00	8,357.00	TITHE AGREEMENT IN PLACE
VICTORY FELLOWSHIP MCC	SHREVEPORT, LA	0.00	2,316.00	CLOSED 8/1/97
VIEUX CARRE MCC	NEW ORLEANS, LA	2,859.00	2,172.00	
WICHITA FALLS MCC	WICHITA FALLS, TX	2,890.00	3,377.00	
		197,626.00	**232,884.00**	

SOUTHEAST DISTRICT

CHURCH	CITY, STATE	ANNUAL UFMCC TITHES 1998	ANNUAL UFMCC TITHES 1997	comments
BREAKING THE SILENCE MCC	COCOA, FL	2,373.00	2,538.00	
CHRIST MCC	MIAMI, FL	4,239.00	5,056.00	
CHURCH OF OUR SAVIOR MCC	BOYNTON BEACH, FL	6,570.00	5,927.00	
CHURCH OF THE TRINITY MCC	SARASOTA, FL	11,451.00	9,428.00	
FIRST COAST	ST AUGUSTINE, FL	5,353.00	2,518.00	
GENTLE SHEPHERD MCC	TALLAHASSEE, FL	2,435.00	2,988.00	MISSING 6/97
HOLY CROSS MCC	PENSACOLA, FL	7,930.00	7,438.00	
HOPE MCC	DAYTONA BEACH, FL	2,420.00	3,406.00	MISSING 4/98
JOY MCC	ORLANDO, FL	20,022.00	19,603.00	
KING OF PEACE MCC	ST PETERSBURG, FL	39,918.00	29,898.00	
MCC KEY WEST	KEY WEST, FL	5,509.00	7,659.00	MISSING 8/98, 10/98
MCC OF THE PALM BEACHES	WEST PALM BEACH, FL	7,214.00	8,249.00	
MCC SOUTH BEACH	MIAMI BEACH, FL	5,081.00	0.00	STARTED 1998
MCC TAMPA	TAMPA, FL	16,079.00	14,285.00	
RAINBOW PROMISE MCC	LAKELAND, FL	747.00	0.00	OPENED 9/98
SPIRIT OF LIFE MCC	NEW PORT RICHEY, FL	6,591.00	5,404.00	
ST JOHN THE APOSTLE MCC	FT MYERS, FL	12,245.00	9,634.00	
ST LUKE'S MCC	JACKSONVILLE, FL	16,395.00	20,737.00	TITHE AGREEMENT IN PLACE
SUNCOAST CATHEDRAL MCC	VENICE, FL	10,821.00	8,570.00	
SUNSHINE CATHEDRAL MCC	FT LAUDERDALE, FL	36,843.00	38,587.00	TITHE AGREEMENT IN PLACE
TRINITY MCC	GAINESVILLE, FL	1,750.00	2,129.00	TITHE AGREEMENT IN PLACE
		221,986.00	**204,054.00**	

	SOUTHWEST DISTRICT				
			ANNUAL UFMCC TITHES		COMMENTS
	CHURCH	CITY, STATE	1998	1997	
	CHRIST CHAPEL MCC	SANTA ANA, CA	4,061.00	3,379.00	
	EMMANUEL MCC	ALBUQUERQUE, NM	3,185.00	2,806.00	
	GENTLE SHEPHERD MCC	PHOENIX, AZ	5,866.00	10,889.00	MISSING SEP-DEC, 98
	GOOD SAMARITAN MCC	WHITTIER, CA	5,458.00	4,218.00	
	MCC ALBUQUERQUE	ALBUQUERQUE, NM	8,228.00	7,791.00	
	MCC GLENDALE	GLENDALE, CA	5,236.00	4,419.00	
	MCC IN THE COUNTRY	SAN MARCOS, CA	243.00	705.00	MISSING MAY-DEC, 1998
	MCC IN THE SOUTH BAY	TORRANCE, CA	1,385.00	1,116.00	STARTED 1/30/97
	MCC IN THE VALLEY	NORTH HOLLYWOOD, CA	8,797.00	6,845.00	BACK TITHE AGREEMENT
	MCC LAS VEGAS	LAS VEGAS, NV	12,741.00	10,753.00	
	MCC LONG BEACH	LONG BEACH, CA	24,832.00	23,945.00	
	MCC LOS ANGELES	WEST HOLLYWOOD, CA	24,769.00	19,543.00	
	MCC OF THE CENTRAL COAST	GROVER BEACH, CA	224.00	574.00	MISSING JAN, 97, AUG-DEC, 97, MAY-DEC, 1998
	MCC OF THE COACHELLA VALLEY	PALM SPRINGS, CA	3,767.00	1,929.00	STARTED 3/2/97
	MCC OF THE HARVEST	BAKERSFIELD, CA	629.00	657.00	
	MCC OF THE POMONA VALLEY	CLAREMONT, CA	17.00	1,612.00	CLOSED 1/98
	MCC OF THE SEQUOIAS	VISALIA, CA	0.00	166.00	CLOSED 9/30/98
	MCC SAN DIEGO	SAN DIEGO, CA	24,122.00	20,543.00	
	MCC VENTURA	VENTURA, CA	0.00	1,451.00	CLOSED 12/31/97
	MCC OF THE VICTOR VALLEY	VICTORVILLE, CA	212.00	175.00	STARTED 4/97, CLOSED 1/99
	RESURRECTION BEACH MCC	COSTA MESA, CA	3,305.00	4,096.00	
	SPIRIT EAGLE	SPRING VALLEY, CA	0.00	342.00	CLOSED 4/30/97
	SUNRISE MCC OF THE HIGH DESERT	LANCASTER, CA	639.00	924.00	MISSING JUN-SEP & DEC, 97, JAN-JUN, 1998
	WATER OF LIFE MCC	TUCSON, AZ	5,117.00	3,096.00	
			142,833.00	**131,974.00**	

AWARDS AND RECOGNITIONS PRESENTED AT GENERAL CONFERENCE XIX

AWARDS

JOHN H. HOSE AWARD FOR DEDICATION AND FAITHFUL SERVICE

Rev. Joseph Gilbert

KERRY BROWN AWARD FOR DISTINGUISHED LAY LEADERSHIP

Ms. Judy Dale
Ms. Penny Meitz (posthumously)

COMMISSION ON THE LAITY AWARD FOR FAITHFULNESS AND SERVICE

Ms. Judy Dale (Great Lakes District)
Ms. Pam Wence (Great Lakes District)
Ms. Sylvia Hodgins (South Central District)
Ms. Cheryl Griffin (Gulf Lower Atlantic District)

PURPLE GRASS AWARD FOR EXCELLENCE IN EVANGELISM

Rev. Sandra Turnbull, Ms. Janet Robertson, and MCC Long Beach
for creation of the Ministry Training School, Encounter International,
and mission efforts to China and The Philippines.

FOUNDER'S AWARD

Rev. Pat Bumgardner and MCC New York
for feeding 40,000 meals each month to the hungry while doubling the size of the church.

EDITH ALLEN PERRY AWARD

Mrs. Betty DeGeneres

HUMAN RIGHTS AWARD

Gays and Lesbians of Zimbabwe (GALZ)
Equality for Gays and Lesbians Everywhere (EGALE)

PHOENIX AWARD FOR LEADERSHIP IN CHURCH RENEWAL
Rev. Andy Braunston of MCC Manchester (Manchester, England)
Rev. David Pelletier of MCC of the Coachella Valley (Palm Springs, California, USA)
Rev. David Smith of MCC Baltimore (Baltimore, Maryland, USA)
Rev. Jeff Miner of Jesus MCC (Indianapolis, Indiana, USA)

EXCELLENCE IN MINISTRY AWARD
MCC New York

PIONEER AWARD

Rev. Della Reese
for her work with UFMCC in 1980
to help fund our Church's efforts to settle Cuban refugees.
Ms. June Lockhart
for being the first person in the entertainment industry
to speak publicly in support of gay people.
Ms. Zelda Rubenstein
for her AIDS activism and support.

DISTINGUISHED SERVICE AWARDS

Rev. Mel White
for service as UFMCC Minister of Justice
Rev. Elder Jeri Ann Harvey
for service as UFMCC Evangelist
Ms. JoNee Shelton
for service as Chair of the Commission on the Laity
Ms. Estella Thomas
for volunteer service at UFMCC Offices throughout the year
Mr. Leon Hampton
for service as President of the Board of Pensions (USA)
Rev. Dana Cagle
for service as Coordinator of the World Jubilee/General Conference XIX
Mr. David Heid
for service of Music Coordinator for the World Jubilee
Rev. Colleen Darraugh
for service as Worship Coordinator and Liturgist for the World Jubilee
Mr. Tom Cole
for service as Set Designer for the World Jubilee
Mr. Frank Zerilli
for faithfulness in service as Personal Assistant to the Moderator

ECUMENICAL AWARD
Rev. Dr. Paul Sherry
Outgoing President of the United Church of Christ

CERTIFICATES OF APPRECIATION

Rev. Sandra Robinson for faithful leadership as President of Samaritan Institute for Religious Studies from 1989 until 1998

Rev. Jim Mitulski for leadership in Educational Ministries, including Proficiencies and Intensives

Mr. Keith Apple for faithful leadership as Executive Director of EXCEL International

Rev. Elder Nancy Wilson, Mr. Bernie Barbour, Mr. Jim Birkitt, Rev. Danie Botha, Rev. Judy Dahl, Rev. Gwynne Guibord, Rev. Paul Moghethi, Rev. Pieter Oberholzer, Mr. Les Ritson, Rev. Carmen Margarita Sanchez de Leon, Rev. Elder Hong Tan, Ms. Estella Thomas, and Rev. Sue Welman for service as the UFMCC Delegation to the 1998 World Council of Churches General Assembly in Zimbabwe

Rev. Ron Helms for his faithful service as Moderator of the Northeast District Committee from 1997 until 1998

Metropolitan Community Church of Toronto for hosting the Annual Church Development Conference

Mr. Lloyd Simmons and Mr. Bruce Walker whose generosity enabled MCC Toronto to sponsor the first community-based Christmas Eve Service that has become a model for outreach throughout the denomination

Rev. Jeff Pulling for six years of faithful service on the Faith and Order Commission of the National Council of Churches of Christ (USA)

Rev. Jorge Delgado, Mr. Alejandro Escoto, Mr. Ramon Flores, Ms. Maria Real, Elder Larry Rodriguez, Mr. Luis Santiago, Ms. Gladis Saravia, Mr. Steve Sarinana, and Ms. Ana Vargas for service as the LALO Conference Planning Committee and for the success of the November 22, 1998 LALO Conference

Rev. Delores Berry, Rev. Belva Boone, Rev. Elder Darlene Garner, Rev. Robert Griffin, Ms. Candy Holmes, Rev. Phillip Mathews, and Mr. Paul Smith for service as the African-American Conference Planning Committee and for the success of the April 16-18, 1998 Conference

Mr. Alex Ortiz of ICM Cristo Rey for his long-term commitment to ministry within the Latina/Latino community

Rev. Julio Flores of MCC New York for his commitment to bi-lingual ministry through Christ of All Nations MCC, a Parish Extension of MCC New York

Ms. Wanda Floyd, Founding Pastor of Imani MCC, for her pioneering spirit, vision, and leadership in founding an intentional multi-cultural Afro-centric congregation

MCC of North Charleston, Jesus MCC, MCC Lubbock, Mr. Bill Primozic, and Ms. Gloria Bugay for generous support of ministry through Global Outreach

Rev. Michael Horn for Distinguished Service in New Zealand

Rev. Mark Lee and MCC Light of the Plains for their efforts to combat hate crimes, especially by organizing UFMCC events in the State of Wyoming following the tragic death of Matthew Shepard

Mr. Ron Bush for 10 years as Southeast District Lay Representative

Mr. Edgar Mendoza for service as Pastor of MCC Manila while excelling in preparation for ministry in UFMCC

Rev. Marge Ragona and MCC Birmingham for their efforts to combat hate crimes, especially through ministry at the time of the Billy Jack Gaither tragedy in Alabama

Ms. Shirley Springett for years of faithful service to MCC London, MCC Brixton, and the European District

Ms. Rosemary Street for her outreach to other parents of lesbian and gay children and to lesbian and gay teenagers in Edinburgh, Scotland

Mr. Stephen Harte for outstanding public relations for Holy Trinity MCC in Edinburgh, Scotland

Ms. Joyce Robbins for 25 years ministry in the Eastern Canadian District

First Coast MCC of St. Augustine for completing the purchase of the largest property owned in the Fellowship

Mr. Steven Applegate and MCC in the Valley for excellence in ministry through the Annual Christmas Concert

Rev. Gina Chapman and Good Samaritan MCC for their consistent increase in church membership over the past 10 years

Rev. B.J. McDaniels and MCC Las Vegas for significant membership growth

Exodus MCC in Abilene, Texas for ministering with boldness through their billboard campaign

Rev. Ken Ehrke and Open Door MCC for the intentional planting for New Light MCC (Hagerstown, Maryland) and MCC of the Chesapeake (Shady Side, Maryland), two churches in only three years

Cathedral of Hope MCC for the successful challenge to get their television show broadcast on WGN-TV

Dr. Lo Sprague for successful financial development efforts on behalf of UFMCC

Mr. David Gant for ministry to the hungry through Simply Supper program of MCC San Francisco

Rev. Jim Mitulski, Ms. Cecilia Eggleston, Rev. John Fowler, Rev. Elder Darlene Garner, Ms. Beverly Mitzel, Rev. Renae Shawver, Rev. Elder Jorge Sosa, and Rev. Justin Tanis for service as members of the Elders Task Force on Education

Rev. Brent Hawkes, Elder C.T. Friesen, and Ms. Jonelle Neighbor for service as members of the Geographic Review Board

Rev. David Farrell, Ms. Beverly Mitzel, and Rev. Elder Troy Perry for service as members of the Elders Task Force on Technology

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